

ILLINOIS COMMUNITY COLLEGE SYSTEM

ASIAN AMERICAN

EMPLOYMENT PLAN REPORT



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Asian American Employment Plan Report Fiscal Year 2012

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Table of Contents

Introduction.....	1
Map of Illinois Community Colleges	2
Demographic Information	3
Asian American Employment Plan Survey Results	8
Bibliography	213

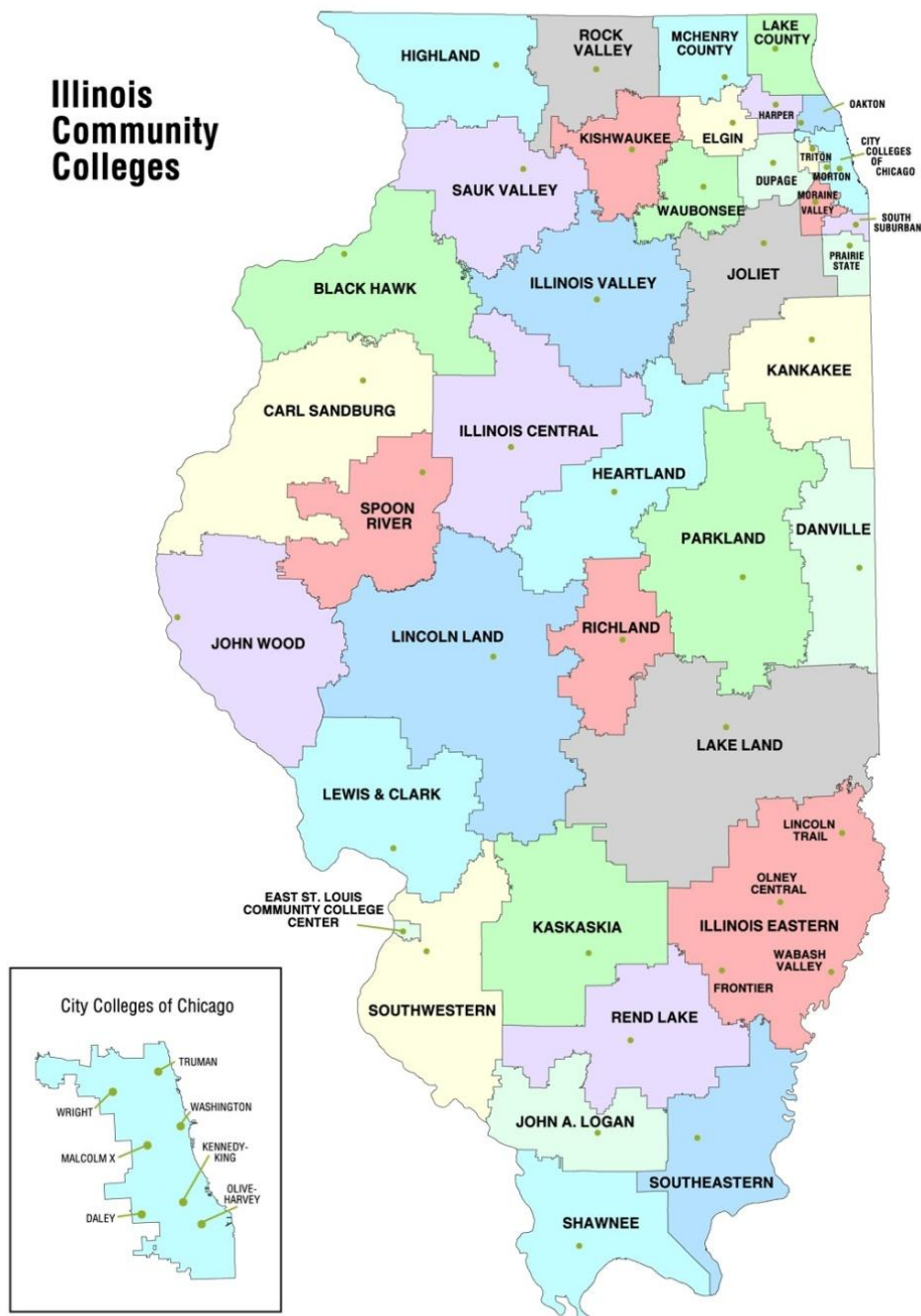
INTRODUCTION

The enclosed materials contain fiscal year 2012 (July 1, 2011 through June 30, 2012) responses from Illinois' public Community College System to 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 legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Asian American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2012 is the first year that community colleges, public universities, and state agencies have been asked to furnish Asian American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These new reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are Asian 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 under Public Act 85-283 (<http://www.ilga.gov/previousga.asp?GA=85>). Underrepresented groups reporting aims to increase participation and achievement among individuals with disabilities, women, and minorities. Recent editions of the *Underrepresented Groups Reports* are available on the ICCB website <http://www.iccb.org/reports.access.html>. Other complimentary initiatives are the *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 *Hispanic/Latino Employment Plan Survey and the Bilingual Needs and Bilingual Pay Survey* (SB 387/P.A. 96-1286 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1286&GA=96>). These reports provide an annual assessment of initiatives and progress in hiring and promoting African Americans and Hispanic/Latinos at local community colleges.

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

MAP OF ILLINOIS COMMUNITY COLLEGES



DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the racial/ethnic composition of the State of Illinois' population, students enrolled in community college credit programs, graduates, and college faculty and staff. Illinois census data are provided to offer an external reference point for reviewing Illinois Community College System information. Community college demographic data on credit students and completers are gathered from the colleges through the Annual Enrollment and Completion (A1) submission. Analyses are included about the racial/ethnic distribution of community college credit students for selected broad program areas (PCS). Staffing data referenced in the following pages are from the Annual Faculty, Staff, and Salary submission (C3).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2011.

State of Illinois' Racial/Ethnic Distribution – State census data show that Illinois' population grew to nearly 12.87 million in 2011 compared to 12.42 million in 2000 (www.census.gov/census2000/states/il.html and Index of Need, Table 1). These detailed Illinois census data indicate that the state's population grew 3.6 percent between 2000 and 2011. Illinois' 2011 census data show that Whites/Caucasians remained the largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2011, as the percent of Caucasians decreased from 73.5 percent to 71.3 percent of the population. (www.census.gov/census2000/states/il.html, Select Table 1; and Index of Need, Table 1).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2011 census data. The 2011 census data showed that 1.7 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race**" column in Table 1 below. The question on Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2011 data in the table. These duplicated Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,079,697 in 2011 (www.census.gov/census2000/states/il.html, Select Table 1; and Index of Need, Table 1).

Illinois' largest minority group in 2000 was African American and in 2011 was Latino. Compared to 2000, African American counts in 2011 decreased from 15.1 percent to 14.8 percent, whereas Asian American counts increased from 3.4 percent to 4.9 percent, Native American from 0.2 percent to 0.6 percent, and Latino from 12.3 percent to 16.2 percent.

Table 1						
State of Illinois Racial/Ethnic Distribution (Census)						
	White/ Caucasian	African American	Asian* American	Native American	Some Other Race**	Latino*** (Duplicated)
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2011	71.3%	14.8%	4.9%	0.6%	8.4%	16.2%

*Includes Pacific Islander

**Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2011 Index of Need, Table 1.

Racial/Ethnic Distribution Community College System Credit Programs –

Overall in fiscal year 2012, minority students accounted for over one-third (39.3 percent) of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. FY 2012 data show that minority representation was similar to the prior year (FY 2011 = 38.4 percent). FY 2012 results are above the five-year average (37.2 percent). African American students – 117,227 in FY 2012 – accounted for the largest number of minority enrollments for the first time since FY 2000. Students identifying themselves as Latino – 112,746 in FY 2012 – constitute the second largest minority group in the latest data. The FY 2012 proportionate representation by African-American students was higher by almost one percentage point in comparison to the prior year (17.2 percent in FY 2012 versus 16.3 percent in FY 2011). The Latino student representation was slightly higher than the previous year (16.5 percent in FY 2012 versus 16.4 percent in FY 2011). Over the longer term – over the past five years – the Illinois Community College System’s enrollments have increased across most racial/ethnic groups. Non-Resident Alien (-51.6 percent) was the only minority group with a decrease compared to FY 2008.

Latino students – now numbering 112,746 – became the largest minority group in 2000, but have become the second largest minority group in FY 2012 behind African American students – now numbering 117,227.

Student racial/ethnic representation varies across broad program areas (PCS). For example, Table 2 contains information about the racial/ethnic distribution of Adult Education (ABE/ASE) and English-as-a-Second Language (ESL) enrollments. Minority students accounted for almost three-fourths (71.2 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2012, Asian American students accounted for 1.7 percent of the adult education enrollments. The latest figures show that African American students accounted for more than one-third (36.9 percent) and Latino students accounted for almost one-third (31.9 percent) of the individuals enrolled in Adult Education coursework. Additionally, minority students accounted for more than eight out of every ten (83.5 percent) individuals enrolled in community college ESL coursework during fiscal year 2012. About one out of every ten (10.3 percent) ESL students was Asian American.

Table 2
Fiscal Year 2012 Minority Students Enrolled in Adult Education (ABE/ASE)
and English-as-a-Second Language (ESL)

Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
ABE/ASE %	36.9%	31.9%	1.7%	0.0%	0.5%	0.2%	71.2%
Number	15,827	13,703	750	12	229	73	30,594
ESL %	4.3%	68.3%	10.3%	0.1%	0.2%	0.1%	83.5%
Number	1,945	30,694	4,646	59	85	66	37,495

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 3 provides the distribution of Minority students enrolled in Baccalaureate/Transfer and Career/Technical programs. During fiscal year 2012, minorities comprised three out of every ten (30.9 percent) Baccalaureate/Transfer enrollees. An examination of each Minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that African-American students accounted for the largest Minority group enrollments (14.0 percent), followed by Latino students (10.9 percent), Asian students (4.9 percent), Native American students (0.4 percent), Pacific Islander students (0.4 percent), and Nonresident Alien students (0.3 percent). Table 3 also shows that about three out of every ten students enrolled in career and technical programs were members of a Minority group (30.4 percent). African-American students had the highest representation among Minorities in Career/Technical programs and accounted for 15.3 percent of the population. Latino students had the second largest Career/Technical

program enrollment (10.3 percent), followed by Asian students (3.8 percent), Native American students (0.4 percent), Pacific Islander students (0.3 percent), and Nonresident Alien students (0.2 percent).

Table 3 Fiscal Year 2012 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	14.0%	10.9%	4.9%	0.3%	0.4%	0.4%	30.9%
Number	39,412	30,728	13,820	921	1,170	1,088	87,139
Career/Tech. %	15.3%	10.3%	3.8%	0.2%	0.4%	0.3%	30.4%
Number	30,158	20,292	7,383	313	857	669	59,672

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 2012. 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 2012.

During fiscal year 2012, almost three times as many Minorities completed Career/Technical programs as completed Baccalaureate/Transfer programs.

Across all Minority groups in 2012, Career/Technical program graduates far outnumbered Baccalaureate/Transfer program graduates. Table 4 shows that during fiscal year 2012, almost three times as many Minorities completed Career/Technical programs (N = 13,721) as completed Baccalaureate/Transfer programs (N = 4,724). Minority students accounted for 31.2 percent of all Career/Technical graduates, compared to 26.2 percent of Baccalaureate/Transfer graduates. Fewer than 15 percent of Career/Technical program completers were

African-American (13.9 percent), followed by Latino (11.2 percent), Asian (5.3 percent), Native American (0.4 percent), Pacific Islander (0.3 percent), and Nonresident Alien (0.2 percent). During fiscal year 2012, more than three times as many Asian American students completed Career/Technical programs (N = 2,335) as completed Baccalaureate/Transfer programs (N = 702). Latino students accounted for the largest group of Baccalaureate/Transfer Minority graduates (11.7 percent), followed by African-American students (9.5 percent), Asian students (3.9 percent), Nonresident Alien students (0.5 percent), Native American students (0.4 percent), and Pacific Islander students (0.3 percent).

Table 4 Fiscal Year 2012 Minority Student <u>Completers</u> in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	9.5%	11.7%	3.9%	0.5%	0.4%	0.3%	26.2%
Number	1,716	2,109	702	82	68	47	4,724
Career/Tech. %	13.9%	11.2%	5.3%	0.2%	0.4%	0.3%	31.2%
Number	6,113	4,908	2,335	77	177	111	13,721

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 5 shows that in fiscal year 2012, Minority faculty and staff accounted for 17.1 percent of tenured faculty/officials and managers, 14.9 percent of non-tenured faculty, 23.7 percent of professional staff/protective service workers, 27.3 percent of office and clerical/para-professionals, and 39.6 percent of service maintenance employees.

In fiscal year 2011, Minority faculty and staff accounted for 17.1 percent of tenured faculty/officials and managers, 14.9 percent of non-tenured faculty, 23.7 percent of professional staff/protective service workers, 27.5 percent of office and clerical/para-professionals, and 39.6 percent of service maintenance employees.

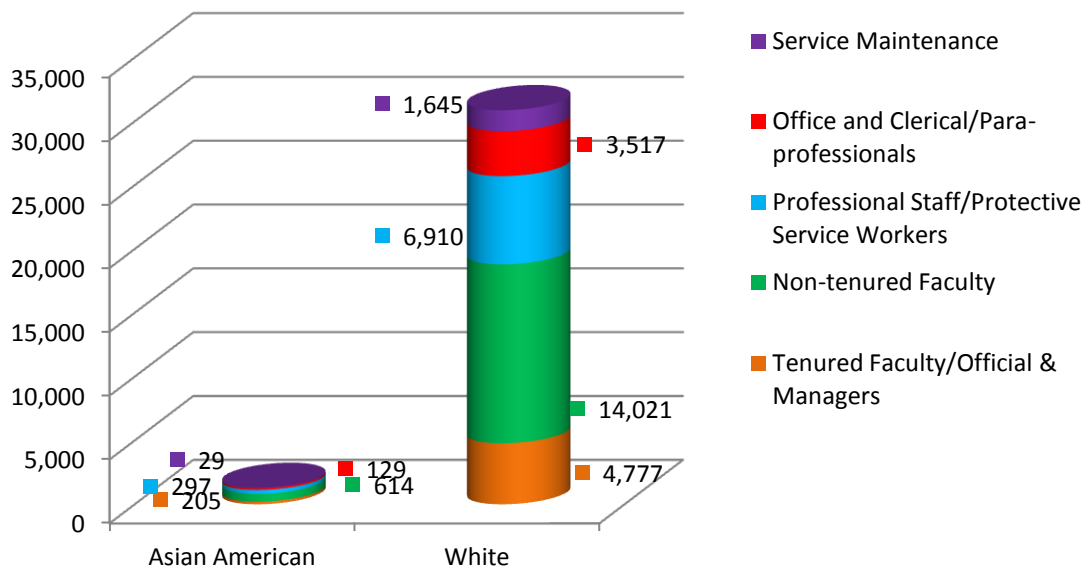
Table 5
Fiscal Year 2012 Minority Faculty and Staff in Illinois Community Colleges

	Tenured Faculty/ Officials & Managers	Non- tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para- professionals	Service Maintenance	Other
African American %	9.8%	7.8%	13.7%	14.4%	23.4%	4.2%
Number	581*	1,420*	1,332	720	707	1
Latino %	3.5%	3.3%	6.4%	9.8%	14.6%	0.0%
Number	206	597*	619	490	441	0
Asian %	3.4%	3.4%	3.1%	2.6%	1.0%	4.2%
Number	205*	614*	297	129	29	1
Native American %	0.3%	0.3%	0.3%	0.4%	0.5%	0.0%
Number	15	56	34	19	14	0
Non-Resident Alien %	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Number	4	18	2	0	1	0
Pacific Islander %	0.1%	0.1%	0.2%	0.1%	0.1%	0.0%
Number	3	16	16	6	3	0
Minority Subtotal %	17.1%	14.9%	23.7%	27.3%	39.6%	8.3%
Number	1,014*	2,721*	2,300	1,364	1,195	2

*includes revised college figures

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

Figure 1
Comparison of Asian American Employees to White Employees at Illinois Community Colleges
Fiscal Year 2012



*includes revised college figures

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

The following pages contain the responses from Illinois' public Community College System to the Asian American Employment Plan Survey (HB4510/P.A. 97-0856). College responses appear in alphabetical order by college name. Information was collected on Asian American employees, funded positions, and Asian American employment initiatives at Illinois community colleges. Please note: a negative percent for question four represents an underutilization for that employment category.

ASIAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Black Hawk

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
164	342	0	143	102	0	45		796

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 787
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

21	Total faculty that experienced separation from the university
1	Total Asian American faculty that experienced separation from the university

7. What percentage of your community college employees are union?
More than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
9	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

N/A

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

N/A

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

N/A

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Richard J. Daley College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
8	13	0	9	1	0	0		31

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
78	246	0	165	86	0	145		720

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 689
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

7	Total that received tenure
0	Total that did not receive tenure
1	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
More than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
33	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No Recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%
Olive-Harvey	558	%	

	African Am	440	78.9%	55.5%
	Hispanic	57	10.2%	-10.5%
	Asian	18	3.2%	-3.3%
Truman		1017	%	
	African Am	286	28.1%	4.8%
	Hispanic	169	16.6%	-4.1%
	Asian	124	12.2%	5.7%
Wright		994	%	
	African Am	160	16.1%	-7.2%
	Hispanic	198	19.9%	-0.8%
	Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Kennedy-King College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
2	6	0	7	0	0	0		15

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
68	216	0	214	97	0	194		789

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 774
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

5	Total that received tenure
3	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
16	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%
Olive-Harvey	558	%	
African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
Asian	18	3.2%	-3.3%

Truman	1017	%	
African Am	286	28.1%	4.8%
Hispanic	169	16.6%	-4.1%
Asian	124	12.2%	5.7%
Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Malcolm X College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
8	12	0	3	1	0	1		25

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
80	250	0	173	76	0	98		677

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 652
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

10	Total that received tenure
0	Total that did not receive tenure
2	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
35	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%
Olive-Harvey	558	%	
African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
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Truman	1017	%	
African Am	286	28.1%	4.8%
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Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Olive-Harvey College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
4	7	0	5	1	0	0		17

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
66	131	0	108	72	0	104		481

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 464
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
18	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
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Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
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African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
Asian	18	3.2%	-3.3%

Truman	1017	%	
African Am	286	28.1%	4.8%
Hispanic	169	16.6%	-4.1%
Asian	124	12.2%	5.7%
Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Harry S Truman College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
17	30	0	29	19	0	0		95

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
136	340	0	208	120	0	103		907

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 812
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
124	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: Y

n/a

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

n/a

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%

Olive-Harvey	558	%	
African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
Asian	18	3.2%	-3.3%
Truman	1017	%	
African Am	286	28.1%	4.8%
Hispanic	169	16.6%	-4.1%
Asian	124	12.2%	5.7%
Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Harold Washington College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
7	22	0	17	5	0	2		53

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
118	268	0	187	101	0	82		756

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 703
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

11	Total that received tenure
0	Total that did not receive tenure
2	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
More than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
91	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%
Olive-Harvey	558	%	
African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
Asian	18	3.2%	-3.3%

Truman	1017	%	
African Am	286	28.1%	4.8%
Hispanic	169	16.6%	-4.1%
Asian	124	12.2%	5.7%
Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

City Colleges of Chicago
Wilbur Wright College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
10	20	0	5	7	0	1		43

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
125	379	0	153	113	0	101		871

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 828
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

14	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

8	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

7. What percentage of your community college employees are union?
More than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
59	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

No recommendations

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

None

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

CITY COLLEGES of CHICAGO UTILIZATION

*Cook County Total	3,962,395	%
African Am	923,363	23.3%
Hispanic	822,242	20.8%
Asian	256,892	6.5%

College Employee Population** EOFY 2012

Daley	787	%	Disparity from Area
African Am	249	31.6%	8.3%
Hispanic	216	27.4%	6.7%
Asian	33	4.2%	-2.3%
Harold Washington	869	%	
African Am	341	39.2%	15.9%
Hispanic	111	12.8%	-8.0%
Asian	91	10.5%	4.0%
Kennedy-King	921	%	
African Am	735	79.8%	56.5%
Hispanic	53	5.8%	-15.0%
Asian	16	1.7%	-4.7%
Malcolm X	794	%	
African Am	525	66.1%	42.8%
Hispanic	109	13.7%	-7.0%
Asian	35	4.4%	-2.1%

Olive-Harvey	558	%	
African Am	440	78.9%	55.5%
Hispanic	57	10.2%	-10.5%
Asian	18	3.2%	-3.3%
Truman	1017	%	
African Am	286	28.1%	4.8%
Hispanic	169	16.6%	-4.1%
Asian	124	12.2%	5.7%
Wright	994	%	
African Am	160	16.1%	-7.2%
Hispanic	198	19.9%	-0.8%
Asian	59	5.9%	-0.5%

**US Census Bureau 2010 (18y/o and over) used for relative % numbers*

***District-Wide Demographic Query June 30, 2012*

Note: The ICCB allowed CCC to report disparity calculations that are used internally for CCC's Diversity reports for this answer. CCC has been reporting this way for 3 years.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Danville Area Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
76	129	0	214	45	0	20		484

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 477
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
1	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education?
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:
Internships: N
Community Linkages: N
Mentorship of a new Asian American Faculty: N
Staff Employment Recruitment Plan: N
Other: N
13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: N
Other: N

Other: N

22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

College Of DuPage

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
19	104	2	13	24	5	3		170

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
303	1464	48	377	314	88	145		2739

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 2569
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
-4	-3	0	-6	-2	0	-8		-23

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

14	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Yes, our institution allocates \$100,000.00 for recruitment each year. As part of our recruitment efforts, we advertise Faculty and Administrator positions with diversity jobsites to target Asian American applicants.

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

Our institution requires all hiring managers and search committee members to complete on-line diversity training. Additionally, the College's Board of Directors requires the Human Resources department to monitor the diversity of candidate pools overall, and at the interviewing stage. Based on the results, we do additional advertising specifically focused on the minority communities.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Increased community involvement and strengthening of presence of the College in the Asian American community. Creating partnerships with Hispanic organizations to communicate openings and to offer mentorship programs to Asian American employees.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Our institution is working with internal departments to identify areas where we could improve employment opportunities for students. Additionally, our Affirmative Action Plan outlines long and short term goals regarding the hiring of Asian Americans in employment categories where underutilization has been identified.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y

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

16. Is the center Director/Coordinator Asian American? Y

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? Full-time
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
Employee Development Funds are made available for employees to develop skills; Community Outreach programs to build relationships with the Asian American community; Partnerships with Local Schools with Asian American representation to make students aware of the College's commitment to diversity.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
Our Affirmative Action Officer receives a detailed monthly report that outlines Hires and Promotions here at the College. This report also indicates the ethnicity of the individuals impacted by these changes.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
Our institution creates an annual Affirmative Action Plan that is used to highlight areas of focus in the recruitment and hiring of minorities in various employee groups. We continue to monitor our candidate pools to ensure compliance with our Board's diversity policy. During our discussions with the Hiring Managers and Search Committee members, we share demographic information on our student population in comparison to our Faculty. These figures are at best, eye opening, and increase awareness of the importance of providing equal opportunity to minority groups.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Elgin Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
4	30	0	13	8	0	2	57

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
227	489	0	204	142	0	113	1175

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1118
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
-7	-3	0	-2	-3	0	-7	-22

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: A significant portion of the college's advertising budget is used to advertise with mediums that reach diverse populations.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Enhance recruitment activities utilized to refer candidates to open vacancies. Increase ECC participation in employment/career fairs and networking events. Continue to maintain and develop external relationships with the community in an effort to foster our community outreach efforts. Begin to track applicants that indicate non-English speaking skills when applying for employment opportunities. Continue to provide assistance and support to candidates in more than one language. Provide hard copy and electronic documents related to the hiring process in multiple languages.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
 Employees with career ladder enhancement: N
 Self-development training: Y
The college also offers a series of in-house professional development opportunities, tuition reimbursement, and professional development funds.
 Other: N
 Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
We are able ensure compliance through HR and leadership oversight, training and awareness, various administrative procedures, practices, and policies as well as governing documents.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
ECC Strategic Plan, ICCB Reports Overview, Performance Report, Underrepresented Report, Data and Characteristics Reports, Program Review & Accountability Report

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

William Rainey Harper College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
15	25	0	18	11	0	6	75

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
278	716	0	327	246	0	119	1686

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1611
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
-8	-9	0	-7	-8	0	-8	-40

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
54	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: \$3,640 or 3.3% of its FY12 budget was targeted for recruiting multiple diverse populations, including Asian-American, that are considered underrepresented in the academic workforce.

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

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: an institutional wide-strategic goal in place to attract and retain underrepresented employees in higher level faculty and administrator roles. Regular reviews of all recruiting practices to ensure that there are adequate pipelines for attracting well-qualified African American candidates. Annual completion and analysis of workforce and utilization data by EEOC category. Collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair and Chief Human Resources Officer. 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.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? Y
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? Quarter-time
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
 Employees with career ladder enhancement: N
 Self-development training: Y
The College financially supports an individual's professional development, including a tuition-waiver offset for undergraduate, post-undergraduate and post-graduate education courses.
 Other: N
 Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: an institutional wide-strategic goal in place to attract and retain underrepresented employees in higher level faculty and administrator roles. Regular reviews of all recruiting practices to ensure that there are adequate pipelines for attracting well-qualified African American candidates. Annual completion and analysis of workforce and utilization data by EEOC category. Collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair and Chief Human Resources Officer. 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.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
The College has recently created a Presidential Task Force to examine and make recommendations regarding the College's diversity initiatives. Harper College faculty and staff have recently completed a Cultural Values Assessment and is currently awaiting data results that will help develop strategies that will assist the College in improving or enhancing its efforts and initiatives in areas of Diversity and Inclusion

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Heartland Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
4	10	0	13	1	0	0		28

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
149	339	0	369	73	0	11		941

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 913
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

3	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
28	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: The College provides a budget allocation for employee recruitment advertising. The FY 12 budget for employee recruitment advertising was approximately \$95,000, of which 5.4% was spent on advertising in venues oriented to minorities, including those of Asian American background.
10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education? The College has comprehensive Hiring Guidelines and employees involved in hiring, interviewing, recruitment, and EEO receive training regarding the Hiring Guidelines.
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution. Ensure that information regarding employment opportunities at the College is reaching qualified, Asian American populations and those with ties to these populations.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:
Internships: N
Community Linkages: Y
Mentorship of a new Asian American Faculty: N
Staff Employment Recruitment Plan: N
Other: Y
The College is working to develop relationships with affinity groups at local employers in addition to reaching out to community organizations with ties to Asian American populations.
13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?
In addition to ESL programming, the College continues to provide an Academic English Language Program to prepare non-native English speakers for College-level coursework.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
Employees have access to a wide variety of professional development opportunities, including: seminars, workshops, training; webinars/conferences; professional journals and books; association/professional memberships; sabbaticals; tuition support
Other: Y
The College provides a comprehensive Leadership Institute, for which employees, including Asian American employees, are eligible for selection.
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Highland Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
69	169	0	96	28	0	39		401

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 398
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: Highland allocates money for the specific recruitment of minorities for our faculty, professional and administrative positions. In FY12 we had a \$16,000 advertising budget for seven faculty/administrative/professional position openings. Of that 16% was used toward specific recruitment of minority applicants
10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education? This is a new regulation for community colleges and a new requirement for Highland Community College. While we follow strict hiring processes to ensure compliance with equal opportunity laws, we have not taken specific steps to address legislative mandates for the Asian American Employment Plan at this time.
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution. Highland has not addressed specific recommendations for increasing the number of Asian American teaching/administrative staff and Asian language speaking bilinguals. In order to reach diverse applicants we advertise with Diversejobs.com - associated with Diverse magazine and have added the Affirmative Action email blast add on to our regular Higherjobs.com postings. The email is sent to 206,794 job seekers who have asked to receive job listings from employers actively recruiting candidates in accordance with affirmative action or diversity plans. Highland persists as an active participant in the Diverse Recruiters group which gives community colleges in Northern Illinois the opportunity to get together and discuss/plan diverse initiatives and learn best practices at other colleges. One advantage to this relationship allows Highland to share resources with larger community colleges. Highland has made a commitment to participate in diversity job fairs, as budget allows.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:
 Internships: N
 Community Linkages: N
 Mentorship of a new Asian American Faculty: N
 Staff Employment Recruitment Plan: N
 Other: N
13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution? Highland's student and community Asian population is small. Highland has not developed any strategies or initiatives in relation to Asian language speaking students and public, as we have not seen a need at this point.

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

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

16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
Highland has tuition waivers available for part-time and full-time staff and faculty taking courses at Highland. We also have educational assistance available for full-time employees wishing to take credit courses outside of Highland. In addition, we have professional development opportunities available internally as well as funds set aside for outside opportunities.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
The College's Human Resources Department, Affirmative Action Officer and the College's Equal Opportunity/Affirmative Action Committee are dedicated to a recruitment and selection process that ensures nondiscrimination, provides equal access and opportunity for all, and complies with all State and Federal regulations. A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview and selection of position candidates. The EE/AA Committee members have received training on College policies and State and Federal regulations in relation to the hiring process. The EE/AA Committee members purpose on search committees is to: assure no illegal inquiries are made of the candidate; ensure that policies and procedures are followed; that candidates are not subject to inappropriate treatment, questions, etc.; and ensure that no one is eliminated from the search for reasons other than not meeting the selection criteria (minimum requirements), not meeting the application deadlines, or not following the guidelines for applying. The AA rep is also to ensure that selection criteria does not create artificial barriers to employment for under-represented groups and to ensure each step of the process that candidates from under-represented groups are not excluded from consideration for inappropriate reasons. The HR staff member that oversees the hiring process reviews applicant pools for minority composition and reviews applications selected for interview to consider whether qualified minority applicants are being left out. Prior to scheduling interviews and again before an offer of employment is made, the HR staff member will talk with the Search Committee Chair to discuss the qualifications for those selected to ensure that the best qualified are selected. Search committee members are required to keep documentation which explains how each applicant matched up to the qualifications that are needed to be successful in the position.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
N/A

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Central College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
6	7	0	21	1	0	2		37

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
214	611	0	659	186	0	181		1851

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1814
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

12	Total that received tenure
3	Total that did not receive tenure
0	Total Asian American faculty that received tenure
1	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

19	Total faculty that experienced separation from the university
2	Total Asian American faculty that experienced separation from the university

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

1	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
4	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
4	<u>Indian</u>
0	<u>Indonesian</u>
1	<u>Japanese</u>
6	<u>Korean</u>
0	<u>Laotian</u>
1	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
1	<u>Vietnamese</u>
14	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
\$5,500 was budgeted in FY 2013 for the recruitment of minority faculty and staff.

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

Plans are being provided to HR professionals and hiring managers.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

A minority faculty recruiter will be hired in FY 2013.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

ESL and pre-ESL instruction

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: Y

Other: N

Other: N

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

Coordinated by Human Resources

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Eastern Community Colleges
Frontier Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
21	205	0	27	15	0	5		273

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 273
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continue to look for Asian applicants and advertise vacant positions outside the District.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Hire ESL instructors as needed.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicant files.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Eastern Community Colleges
Lincoln Trail College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
28	72	0	49	17	0	14		180

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 177
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
3	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continue to look for Asian American applicants and advertise vacant positions outside of our District.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Hire ESL instructors as needed.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicants files.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Eastern Community Colleges
Olney Central College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
56	82	0	68	22	0	10		238

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 238
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

3	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continue to look for Asian applicants and advertise vacant positions outside of our District.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Hire ESL instructors as needed.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicant files.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Eastern Community Colleges
Wabash Valley College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
53	91	0	50	25	0	12		231

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 231
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continue to seek Asian American applicants and continue to advertise vacant positions outside of our District.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We have a large International Student program at this college and employ ESL instructors, have an International Student staff and building for these students.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? Y

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement:

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicant files.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Eastern Community Colleges
District Office

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
31	1	0	41	16	0	2		91

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 91
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continue to look for Asian applicants and advertise vacant positions outside of our District.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We hire ESL instructors as needed.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to serving on a hiring committee.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Illinois Valley Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
95	295	0	155	75	0	18		638

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 559
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
IVCC has one advertising budget for all positions regardless of job category. The total budget for FY12 was \$8,000.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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, Diversifying Faculty in Illinois, and diversejobs.com. The College reaches out across the nation for Asian teaching/administrative staff by conducting a nationwide search utilizing the Chronicle of Higher Education (print and web) and higheredjobs.com.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking 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.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
Tuition waiver; Continuing Education classes; eLearning; CETLA workshops; Staff Development days
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
IVCC has an established Affirmative Action Policy and procedures for the hiring process. All selection committee members are trained on the policy and procedures prior to serving on the committee. Key characteristics are required for each open position based on the job description and all applications are scored using these key characteristics. Application materials include a cover letter, resume, and application form. Using the key characteristics ensures the selection committee is evaluating candidates on job-related criteria.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
none
none

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Joliet Junior College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
6	13	0	13	4	0	1		37

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
225	999	0	512	200	0	178		2114

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 2077
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No, we do not have budgets in Academic Affairs for this purpose. Academic Affairs does not have a budget allocation for recruitment of any personnel.

10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian 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's Recruitment, EEO & Diversity Manager who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and it 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. Additionally, the college has prepared a written inclusion/diversity plan which is available and shared with hiring managers and HR personnel.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: N
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Kankakee Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
1	8	0	0	2	0	0	11

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
98	285	0	58	131	0	26	598

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 587
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

7	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

8	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

n/a

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

KCC will maintain ties with the local Asian community. These activities will mainly consist of having an alliance with local politicians and community and religious leaders

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Continue to maintain strong ties with the local Asian community to recruit qualified candidates for KCC positions.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: N
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
A structured hiring and promotion process overseen by KCC's Department of Human Resources.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Kaskaskia College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
106	281	0	100	115	0	80		682

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 676

4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
2	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
1	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No. Money for general diversity is included in the marketing budget and advertising.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Yes. Increased scholarship opportunities for minority students. Increased offerings at the East Saint Louis Campus which will provide gainful employment. Programs which attract minorities in the community.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring for regular full-time and part-time positions is done by diverse search committees with training by the HR office.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Kishwaukee College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
91	241	0	119	57	0	32		540

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 532
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
-2	0	0	-2	-3	0	-3		-10

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
8	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
N/A

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

Ongoing professional development through local and national human resources organizations; attendance at minority recruitment and related conferences

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Ongoing community outreach/linkage efforts; advertising through affirmative action/minority recruitment websites

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

GED classes and other Adult Education programs/services; Asian Heritage Month

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: Y

Job families with salary, grade, or career progression

Self-development training: Y

Professional development seminars and webinars provided; Staff Development Day

Other: N

Other: N

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

Search Committee training

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

2012 Diversity Strategic Plan includes diversity recruitment action plan items with responsible individual(s) identified

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

College Of Lake County

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
21	38	0	18	5	0	5	87

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
264	982	0	347	185	0	101	1879

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1792

4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
1	-3	0	-2	-4	0	-2	-10

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

9	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

12	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
87	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Yes. Total FY12 Budget - \$224,755; Asian recruitment initiatives - \$204,323; Advertising - \$185,265; Travel - \$17,033; Publications and memberships - \$2,025

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

The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO complies with all legislative mandates of the Asian American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions including Administrative and Faculty positions before the applications are released to a search committee. If the pool is not diverse, as defined by the area Vice President, the search is reopened. The CLC Diversity Commission includes four subcommittees, one being human resources and staff professional development, which will concentrate on increasing all minority employment at the College.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

The CLC Diversity Commission has established (college-wide) goals to 1. Infuse diversity and multiculturalism into the curriculum; 2. Recruit and retain underrepresented students, faculty, and staff; 3. Promote and increase professional development of diversity and multiculturalism with faculty and staff; 4. Open and maintain lines of communication with community groups and organizations, regarding diversity program activities; 5. Create diversity initiatives through the support of the College community.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

This is accomplished through our Multicultural Center and Men of Vision organization. There are a variety of initiatives such as workshops, counseling, and speakers.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
 Employees with career ladder enhancement: Y
Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set. Career Development: The College provides an incentive for employees to continue their education and gain additional competencies. To encourage such continued career development, the College offers a compensation adjustment based on approved coursework. Tuition Waiver: The College allows employees and dependents to enroll tuition free in approved credit courses at the College. Tuition Reimbursement: The College reimburses eligible employees for courses, books, seminars, and workshops taken at accredited institutions of higher education.
 Self-development training: Y
Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set. Career Development: The College provides an incentive for employees to continue their education and gain additional competencies. To encourage such continued career development, the College offers a compensation adjustment based on approved coursework. Tuition Waiver: The College allows employees and dependents to enroll tuition free in approved credit courses at the College. Tuition Reimbursement: The College reimburses eligible employees for courses, books, seminars, and workshops taken at accredited institutions of higher education.
 Other: N
 Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
The College of Lake County recognizes the need to employ bilingual skilled employees in positions that engage with the College's bilingual populations. Bilingual skills are highly valued within the institution.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
The College tracks information for studying and monitoring success concerning the number of Asian American persons employed by the College through exit interviews, turnover reports, and performance evaluations. The College recently had all employees complete a climate survey that covered minority issues. Results have not yet been shared with the College community.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Lake Land College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
114	31	21	270	80	0	33		549

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 542
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

6	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
4	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
1	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No. Included in the recruitment budget.

10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education?
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.
Broaden the scope of recruitment efforts to include a wide range of recruitment venues and publications.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:
Internships: N
Community Linkages: N
Mentorship of a new Asian American Faculty: Y
Staff Employment Recruitment Plan: Y
Other: N
13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: Y
Large position grade schedule
Self-development training:
Staff Development
Other: N

Other: N

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

Hiring committee training for all members to ensure fairness in recruitment and selection.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Lewis And Clark Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
0	3	0	5	2	0	0		10

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
146	401	0	228	92	0	18		885

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 875
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

5	Total that received tenure
13	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No

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

The College has employed the services of PeopleAdmin, a computer generated site that encourages self identification of all applicants regarding their race. Additionally, the College has hired an HR specialist whose primary focus is expediting the employment process for the College. She reviews the minority representation of the applicant pool and carefully reviews the credentials of all the Asian applicants who meet the minimum requirements of position for which they applied. Those applicants are then moved along in the employment process.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

The College continues to focus on elevating the Asian representation in these employment categories. Employees are requested to refer Asian applicants to our online employment website. Additionally, they are directed to notify us of these referral applicants. Our HR department then ensures that these applicants' credentials are given careful consideration.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Our TRiO Student Support Services project serves first generation students who may be students of color: Asian. Once enrolled, the College offers many support services for students in need of academic support. Students whose first language is other than English often need the services of the Student Success Center: Tutoring, Writing Desk, Math Resource Center, Nursing Basic Skills Lab, and/or Office Technology Lab. The Minority Affairs committee and programming as well as the Diversity Council programming offer co-curricular programs and activities that celebrate Asian cultures. These events are open to students and the community.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: N
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
The new HR Specialist responsible for the employment processes is responsible for posting all positions. She then partners with the hiring committee and the hiring manager to ensure all applicants are given fair and equal consideration.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Lincoln Land Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
1	6	0	4	1	0	0		12

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
196	483	0	327	100	0	52		1158

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1146
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

9	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
12	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Lincoln Land Community College (LLCC) has an annual budget of \$2,500 for the recruitment of faculty and staff. A portion of those budget dollars are used for recruitment events that will provide exposure to diverse individuals who may be interested in employment at LLCC.

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

LLCC does not have any specific training for Human Resources staff regarding the legislative mandates of the Asian American Employment Plan for Higher Education. All Human Resources staff are expected to comply with all College policies and procedures as well as local, state, and federal mandates.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Seek out additional recruitment opportunities where we can reach out to potential Asian American candidates via face-to-face, online, and in print.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

LLCC has ESL course offerings.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
Staff employees have access to funds which can be used to pay for workshops, seminars and college courses.
Additional education and knowledge acquired by employees can help them qualify for other positions at the college.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
LLCC does not have any specific training for staff regarding the mandatory Hiring and Promotion Monitor requirements. Employees are expected to comply with all College policies and procedures as well as local state and federal mandates.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
None

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

John A. Logan College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
3	5	0	1	1	0	0		10

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
141	201	125	138	95	6	54		760

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 750
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
3	10	0	0	1	0	0		14

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

0	Total that received tenure
6	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
12	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

Strategic plan in progress

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Strategic plan in progress

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? Quarter-time

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

Employees with career ladder enhancement: N

Self-development training: Y

For all employees

Other: N

Other: N

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

College hiring committee monitored by affirmative action and college legal counsel

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

x

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Mc Henry County College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
4	11	0	5	1	0	0		21

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
131	344	32	237	27	1	29		801

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 780
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

15	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No - However, a percentage of both the Affirmative Action and Human Resources Recruitment budget was utilized to support and further Asian Employment initiative efforts.

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

All communication and information regarding the Hispanic Employment Plan (HEP) directed to the Institution is forwarded to Human Resource Staff responsible for compliance. The executive level administrator overseeing the Office of Human Resources is provided status updates and information regarding compliance related activities.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Three key recommendations for increasing Asian representation include: 1) Expand the usage of recruitment sources targeting the Asian population and identify additional new resources. 2) Place a preference on hiring an Asian candidate when appropriate. 3) Charge current staff directly and indirectly involved in the recruitment process to engage in outreach efforts to attract candidates to apply for job opportunities at the college.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Key strategies: 1) The institution conducts assessments of the services provided, retention and academic achievement completion rates of students to determine the direction for what is necessary to meet the needs of Asian students and the public who may access services, etc. 2) Support of the Asian Student Organization occurs through Multicultural Programming and Student Life activities.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: Y
Asian employees may elect to participate in the College's Mentoring Program. The objective of the program is to assist employees with recognizing and pursuing professional development experience through a mentoring relationship.
Self-development training: Y
A variety of self-development training is provided by the Professional Development Dept. to employees throughout the year.
Other: Y
Employee Benefit Program(s) include a Tuition Fee Waiver to employees for MCC credit courses and Tuition Reimbursement for books, fees and course work taken at other colleges and universities.
Other: Y
To encourage professional development and cultivate internal talent, MCC offers an incentive. This incentive is an employee benefit. Employees are eligible for a salary adjustment of \$1,200 to \$1,400 upon completion of fifteen (15) college credit hours or equivalent.
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
Responsibility to monitor compliance requirements is a designated responsibility of Human Resources Administration.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
1) Feedback from Search Committee Member evaluation forms for FY 2012 indicate the hiring process is diligent in adhering to the Affirmative Action Program initiatives in place to further progress to increase the number of 1) Feedback from Search Committee Member evaluation forms for FY 2012 indicate the hiring process is diligent in adhering to the Affirmative Action Program initiatives in place to further progress to increase the number of Asian staff employed. 2) Results of McHenry County Demographics indicate 2.6% of the population is Asian. 3) Asians submitted 2.5% of the applications submitted for position vacancies in FY2012. 4) The number of Asian employees remained unchanged/same for FY 2012.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Moraine Valley Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
4	20	0	6	1	0	0		31

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
176	829	0	324	201	0	78		1608

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1577
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

9	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

12	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
25	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
The college does allocate a specific budget for the recruitment of Asian employees at all job categories. These activities include attendance at career fairs, advertisement, and others. Budget allocated for FY12 was \$3,000.00

10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian 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.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Increasing recruiting efforts within Asian American communities.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

N/A

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

The college's website includes the capability to translate information into a variety of languages to assist in the attraction of students and the public to the institution. The college also has a complied language bank available of faculty and staff members who are able to assist the public in various languages if and when needed.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? Y

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Employees outside the tenure process are required to apply and interview for advanced employment opportunities at the College. Internal employees undergo the same process as external candidates for positions. If an internal employee is selected after the recruitment and hiring process, they are reclassified.

Self-development training: Y

Training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll to enhance their personal and professional development. The college has a required annual Learning College day dedicated specifically to development.

Other: N

N/A

Other: N

N/A

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

Human Resources reviews all hires and reclassifications. 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.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A. As this is the first year of reporting, the College does not have appropriate information to accurately report comparisons of success.

Asian American students receive services through our Multicultural Student affairs and International Student Affairs departments. Services are also available in the area of English as second language labs. While the college does not have a specific Asian American recruiter, other employees assist in the recruitment process for the aforementioned population of students.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Morton College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
2	9	0	0	2	0	0		13

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
17	318	0	15	134	0	46		530

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 517
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

Following EEOC guidelines and Collective Bargaining Agreement

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Continued state support of operating budget

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Advisors have a budget for translators, consultants

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: Y

Budget for professional development by Collective Bargaining Agreement

Self-development training: Y

Budget for professional development by Collective Bargaining Agreement

Other: N

Other: N

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

Following EEOC guidelines and by Collective Bargaining Agreement

23. 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 Asian Americans that are bilingual and bicultural 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

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Oakton Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
6	82	0	19	8	0	3	118

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
171	683	0	178	147	0	80	1259

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1141
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
-13	-4	0	-5	-11	0	-12	-45

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

17	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: Recruitment activities are placed into general budget lines. There is no specific budget allocation set aside for the recruitment of Asian Americans. Oakton has spent \$1,195 from 7/1/2012 to present on job postings which were placed on the website of a professional organization for Asian American professionals -- naaap.com.

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

Steps undertaken, as described in Oakton's current Affirmative Action Plan, would entail:

- The College's Affirmative Action Plan is found in the libraries of each campus, as well as in the President's Office. A copy of the Affirmative Action Plan is distributed to each administrator on an annual basis.
- An annual meeting is convened by the AVP for Human Resources with the entire College administration to explain the intent of the Affirmative Action Plan and to reiterate the College's commitment to equal opportunity and affirmative action. Recruitment goals are discussed and roles determined in assisting the College in meeting the responsibilities to provide equal employment opportunities and our commitment to be an affirmative action employer.
- Maintain a deliberate and continuous effort in complying with the College's Equal Employment Opportunity/Affirmative Action Program.
- Provide training and professional development activities to encourage the review/establishment of policies and processes to support the creation of a positive culture for recruiting and retaining [Asian 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 Asian Americans. Media will include print publications and Internet postings on employment sites focused on Asian Americans.
- All positions will be listed with the Illinois Job Service.
- Continue receiving the Directory of Graduates from the Illinois Board of Higher Education as part of the Diversifying Higher Education Faculty in Illinois initiative. Continue sending notice of openings to qualified applicants for openings that we have at that time.
- Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis.
- Human Resources has developed and presented a workshop for search committee members on diversity sensitivity and effective interviewing issues. Attendees are certified as able to serve on search committees.
- The AVP of Human Resources (or the appropriate HR professional staff) will continue to meet with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues.
- Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President.
- The College will base all selection, compensation, promotion, development activities and all other employment decisions solely on performance and/or qualification; activities to be administered without discrimination.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

- Conduct broad, wide, and deep searches for applicants of Asian backgrounds, including sourcing (and using the sourcing) publications, websites and community groups with ties to the Asian communities in the Oakton district and Chicago metropolitan areas.
- Clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- Have supervising administrators set clear directions and charges to each search committee.
- Monitor the activities and progress of search committees and supervising administrators.

- Maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College accept employment offers, are retained by the College, and willingly assist the College in broadening the selection pool of applicants.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

At this time, there are no specific strategies being utilized in the recruitment of Asian language speaking students, nor in ensuring their subsequent success as current and returning students. Oakton has recently added a Hindi/Urdu language curriculum to the Modern Language department. Other Asian languages taught by the Modern Languages department include Chinese, Japanese, and Korean.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

The College's commitment to affirmative action and equal employment opportunity is stressed to each search committee. The supervising administrator's charges and directions to each search committee reinforce the College's commitment. College wide recruitment and employment goals are given to each search committee. Activities subsequently undertaken by each search committee and supervising administrator are monitored by the AVP for Human Resources.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asians: Comprise 13.5% of the District's population; Comprise 20% of the Oakton student body; Comprise 7.5% of the College's workforce.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Parkland College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
6	16	0	14	2	0	0	38

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
213	513	0	495	78	0	60	1359

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1321
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
-5	-5	0	-5	-5	0	-8	-28

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
38	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

Parkland College has a rigorous internal EEO policy that, while not specifically tailored to address the referenced legislative mandates, effectively does so. Parkland College makes concerted efforts to recruit and hire traditionally under-represented groups.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Advertising employment opportunities in Asian-read publications and resources

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We have within our Humanities department, the English as a Second Language office. Any persons with translation difficulties can visit this office for assistance.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

See #10 above. Additionally, we train several employees throughout the College to serve as EEO representatives on search committees. EEO representatives work with hiring managers on making sure advertising, recruitment, applicant screening, etc. are acceptable.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

No studies have been completed.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Prairie State College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
1	8	0	3	0	0	0		12

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
90	408	0	144	107	0	36		785

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 773
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

6	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

4	Total faculty that experienced separation from the university
1	Total Asian American faculty that experienced separation from the university

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
11	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Included in recruitment budget

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

AAO monitors recruitment and hiring practices

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

More outreach to the Asian American community

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We have no Asian language speakers at this time.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: Y

Other: Y

External development opportunities.

Other: N

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

AAO is monitoring all aspects of the recruiting and hiring process.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Rend Lake College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
80	205	0	154	37	0	58		534

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 531
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

7	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
No. With such a small percentage of the population that we serve being Asian, it is not feasible to provide budget allocation except in the case of spending a proportionate amount of allocated advertising money.

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

All hiring managers have been encouraged to consider all applications from Asian applicants; however, the college receives only a very small number of Asian applicants despite our efforts to encourage them.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

The college is diligent in advertising open positions in many outlets to try and reach a diverse population of qualified applicants.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: Y

Other: Y

We offer a very competitive benefit package for employees.

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We offer a STARS program that helps with the transition into college for students whose parents were not college graduates by providing cultural experiences, tutoring and support in a caring environment. We also offer dual credit classes in area high schools tuition free to make higher education affordable and available. We are also increasing the number of online classes for students that may find that avenue more desirable.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
There is not a career ladder available for non-tenured employees.
Self-development training: Y
All employees are encouraged to seek out self-development and professional development opportunities that would help position them for promotion opportunities.
Other: Y
There is some tuition reimbursement available for employees that wish to pursue a higher degree.
Other: N
22. 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 Asian applicants; however, the college receives only a few applications from Asians despite our efforts to encourage them to apply.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
Not Applicable. Due to the small number of Asian employees, there would not be enough data to provide a meaningful study.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Richland Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
118	182	0	76	55	0	6		437

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 436
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

8	Total faculty that experienced separation from the university
0	Total Asian American faculty that experienced separation from the university

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: Budget resources are allocated for recruitment of Asian faculty for associated employment initiatives. Budget resources are not specifically separated from the total Advertising and Recruitment budgets.

10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian 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.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 include solicitations to the NAACP Decatur Branch. Depending on the employment opportunity, other outreach efforts might include the Higher Ed.com Affirmative Action diversity supplement, Minority Nurse.com, MinorityNetwork.com, and illinoisdiversity.com. To optimize the selection process, the designated search committee will typically include a minority representative to assist with recruiting ideas and help maintain fair consideration standards. Job announcement communications include our statements regarding the College's commitment to diversity, an affirmative invitation directed to members of potentially under-represented groups, and a non-discrimination statement.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking 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.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: Y
The opportunity for Career Options communications and discussions for all employees is also built into the College's Performance Evaluation processes.
Self-development training: Y
Career development opportunities made available to employees include Foundation Funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training offerings.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
The employment process at the College includes the tracking of applicants, interviewees, job offers, and acceptances by minority and gender status. All regular full-time hire recommendations are reviewed by the appropriate Vice President, Human Resources Director, and College President.
23. 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 Asian Americans that are bilingual and bicultural 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.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Rock Valley College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
6	4	0	2	4	0	0	16

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
174	332	0	140	166	0	26	838

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 822
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

11	Total faculty that experienced separation from the university
1	Total Asian American faculty that experienced separation from the university

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
7	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

NA

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

Some of the steps our institution has taken to help employ minorities are: the recruiter meets with all search committee members to explain the hiring selection process along with the College's diversity initiative plan. We encourage a diverse search committee along with a diverse pool of qualified applicants for each vacant position. This is accomplished by the recruiter who forwards all self-identified qualified minorities applicants to the search committee chair for review. The search committee chair is asked to submit the job applicant summary and a matrix which shows how the committee members decided on who they would interview and ultimately hire.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

We will continue to look for more diverse venues to advertise our vacant position that directly market to the Asian American population both nationally and locally. Lastly, we will continue our efforts to reach-out to our current staff asking for their help, support and ideas on the different venues (boards they may serve on, agencies etc.) we can possibly tap, to increase our African American employment recruitment efforts.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

Asian employees on the tenure track are provided a mentor to help them with this process.

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

NA

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
NA
Self-development training: Y
Employees are offered twice a year, professional development opportunities in addition to interdepartmental training opportunities.
Other: N
NA
Other: N
NA
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
By continuing to educate our employees on our diversity initiatives, policies and procedures pertaining to the hiring practices.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
NA

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Carl Sandburg College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
21	244	0	191	31	0	26	513

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 509
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

3	Total that received tenure
3	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
1	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives: There is not a specific budgetary line item for Asian American Employment Initiatives. All hiring situations are administered following our hiring process. Fairness and equity to all applicants is the goal.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Enhancements to the selection process include advertisement of job opportunities on www.highereducationjobs.com and www.hotjobs.com in order to connect with a more diverse population of potential candidates. At times, Affirmative Action Emails are used to help recruit a diverse applicant pool for job search.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Carl Sandburg College employs an individual to reach out to minority student populations. This includes contacting minority populations in the community to provide information about college success and enrollment and reaching out to current students to make them aware of support services available.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: Y

Carl Sandburg College Policy#2.10, Equal Employment Opportunity is maintained in order to assure that the College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in a group protected by applicable federal, state, or local laws. The policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and discipline.

Self-development training: Y

Carl Sandburg College Policy#2.10, Equal Employment Opportunity is maintained in order to assure that the College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in a group protected by applicable federal, state or local laws. The policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and discipline.

Other: N

Other: N

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

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Sauk Valley Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
41	158	0	64	37	0	25		325

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 322
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

3	Total that received tenure
0	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
3	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Our total recruitment budget of \$25,000 for FY 12 included the budget allocation for the recruitment of Asian American faculty, administrators, or any level job category.

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

The Human Resources Director has received training for complying with legislative mandates for the Asian American Employment Plan for Higher Education and has trained the HR staff.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

SVCC consistently uses job boards, ads, publications, and the College website to appeal to a diverse group of candidates.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: Y

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

SVCC continues to actively recruit students of all nationalities. Our retention office is specifically targeting first generation students which have a significant percentage of minority students.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Self-development training: Y
-Tuition waivers for staff attending SVCC.-Tuition reimbursement for staff attending another accredited institution.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
The Human Resources Director meets with all hiring supervisors and screening committees to review the mandatory Hiring and Promotion Monitor requirements.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Shawnee Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
53	160	19	60	28	0	6		326

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 326
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
SCC shares the advertisement of all open positions across departmental lines. The money is for the recruitment of all positions, not minority specific. The Human Resource Officer forwards vacancy notices to the placement offices

of institutions with high minority enrollments so therefore the budget does cover the costs associated with this outreach.

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

The college maintains an affirmative action plan and minority recruitment and retention documents that was shared with administrators/staff who have a part in the college's hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minority groups within specific job categories at the college. The EEOC/Affirmative Action Officer and some administrators attended regional and national diversity conferences and training sessions addressing all minority groups. Diversity training information was incorporated into the monthly HR newsletter for the purpose of reminding staff of the purpose and need to be attentive to diversity issues. The Human Resource office subscribes to Diversity Healthworks e-mails, is a member of IL-CUPA and SHRM which provides access to diversity training materials.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

The HR office continues to reach out to all minority applicants through mailings to HR offices at institutions with high minority populations. Our student population of Asian Americans was .004% of our total student population for FY12.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Not applicable at this time.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N
Not applicable at this time.
Self-development training: N
Not applicable at this time.
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
Not applicable at this time.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

South Suburban College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
3	6	0	1	0	0	0		10

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
121	420	0	117	82	0	31		771

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 761
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
More than 50 percent
8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
South Suburban College has a general recruitment budget for advertising all open positions.

10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education?
South Suburban College provides hiring guidelines to the search committee involved in interviewing, recruiting, and selecting the final candidates. Candidates are then reviewed with the Vice President of the hiring area. We are reviewing the legislative mandates to determine whether any changes to the guidelines are necessary.
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.
As certain key positions become available, it is discussed if a bilingual need is there. Based on student needs, at this time, the College adequately serves our Asian American population.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:
Internships: N
Community Linkages: Y
Mentorship of a new Asian American Faculty: Y
Staff Employment Recruitment Plan: N
Other: N
13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?
South Suburban College has Google Translate on the College's website.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: Y

A variety of professional development opportunities are available to all employees through our staff and faculty development committees. They offer various on-campus workshops, seminars, and all day events. South Suburban College also offers tuition waivers and tuition reimbursement.

Other: N

Other: N

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

South Suburban College is currently reviewing the mandated requirements to ensure compliance.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Currently, South Suburban College monitors the ethnicity and race of employees indicating if they are Asian. We do not track all Asian speaking bilingual employees.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Southeastern Illinois College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
24	126	0	59	39	0	14		262

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 260
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

4	Total that received tenure
2	Total that did not receive tenure
0	Total Asian American faculty that received tenure
0	Total Asian American that did not receive tenure

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
Despite experiencing reductions and late payments in state appropriations, Southeastern Illinois College recruitment practices are committed to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Allocations for 2011-12 recruitment were budgeted at \$28,000 for

all recruitment activities. All full-time positions are advertised with the Southern Illinoisan, which services the southernmost portion of the state and is based in Carbondale, which features a 6.7% Asian/Pacific Islander population, and is home to Southern Illinois University, whose student body features a 2% Asian/Pacific Islander population, as opposed to a 0.2% population within the community college district that SIC serves. All ads are also posted with Monster.com, which reaches a national audience much more diverse overall than SIC's district. We have also advertised with state and regional university career placement centers, who also have a higher percentage of Asian/Pacific Islander population.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

To continue the process that Southeastern Illinois College has established and implemented: recruitment in our largest southern Illinois city, which has a higher percentage of Asian/Pacific Islander population and is home to a major university whose student body has an even higher Asian/Pacific Islander population percentage, as well as continuing to provide college and university career and placement centers within the tri-state area information regarding vacancies. Also, we will explore advertising individual positions with the Illinois Job Network, which distributes to diversity groups (among others) statewide.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

We do not anticipate a large amount of Asian/Pacific Islander student influx due to the fact that our community college district has less than 0.2% population in that category.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: Y
All job postings are sent to the full faculty/staff list which includes non tenure-track employees. They will receive these postings before the general public sees them in print/online ads, etc. SIC has a history of promoting from within and encourages qualified and interested internal applicants to apply for new positions or request in writing a transfer or promotion, as per board policy.
Self-development training: Y
Other: N
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
HR staff and committee members responsible for application review and hiring process ensure compliance with all equal opportunity laws throughout the hiring process.
23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.
N/A

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Southwestern Illinois College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
2	12	0	6	1	0	0	21

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
159	892	0	607	53	0	119	1830

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1809
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

0	Total Asian American that did not receive tenure
---	--

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
1	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
7% of our recruitment budget is used for minority outreach.

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

H.R. provides training for hiring committees to ensure fair practices in hiring, interviewing and recruitment. We also review applicant pools to determine our success in reaching minority candidates.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: Y

We offer workshops in many areas for professional development. We also offer tuition reimbursement for employees wanting to advance their educational levels to prepare for higher level positions.

Other: N

Other: N

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

We require hiring committees to complete training and offer assistance from H.R. as needed. We also offer training to all staff on valuing diversity.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Spoon River College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
51	96	0	49	35	0	6		237

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 232
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
5	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
NA

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

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. This system advertises vacancies nationally on governmentjobs.com.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

NA

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

NA

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

NA

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

NA

Self-development training: N

NA

Other: N

NA

Other: N

NA

22. 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.

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Triton College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
163	683	0	71	433	0	110	1460

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1420
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

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

More than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:

No

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

Triton College is an affirmative action/equal opportunity institution. The college utilizes diversity into the selection committee process to insure appropriate inclusion of qualified protected class candidates.

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

Triton College strives to achieve 80% utilization of availability data per EEO category

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: Y

Triton mentors all new instructors and has used IllinoisDiversity.com

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

Triton College continues to follow action programs and policies contained in the affirmative action plan

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Triton College constructs an affirmative action plan on an annual basis

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Triton College does not have a formal program established to measure this separately from our normal policies.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

Waubonsee Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
6	30	6	7	5	0	0		54

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
162	662	0	377	182	0	82		1465

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1411
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
48	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
General recruiting budget includes funds for minority recruiting

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

Interview training, Diversity/Inclusion training

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

We consistently try to use publications, job fairs, and job boards that appeal to a diverse audience of candidates

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N

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

16. Is the center Director/Coordinator Asian American? N

17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N

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

20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: Y

Multiple professional development training opportunities from our training department that is dedicated to faculty and staff.

Other: Y

New Employee Ambassador Program--links new employees with seasoned employees to help with acclimating to the college.

Other: Y

New Faculty Learning Academy--for full-time faculty that have not yet earned tenure--training program.

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

Interview training, Diversity training

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2012

John Wood Community College

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian-American faculty, administrative staff, and bilingual persons at State Colleges and Universities.

1. As of June 30, 2012, provide the number of **Asian Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2012, provide the number of **funded positions** within each of the following EEOC categories:

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance		Total
88	225	0	45	61	0	10		429

3. As of June 30, 2012, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 426
4. As of June 30, 2012, provide the **utilization** for **Asian Americans** by category (numbers below represent a percent):

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

5. As of June 30, 2012, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2012, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

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

7. What percentage of your community college employees are union?
Less than 50 percent

8. Definition: Asian (a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, but not limited to, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam). List the country of origin of each Asian American employee at your institutions and the total number of each.

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
1	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
1	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
1	<u>Vietnamese</u>
0	<u>Other Asian</u>
0	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of **Asian American** faculty, administrators, or any level job category? If yes, provide FY 12 budget allocation for each of these Initiatives:
JWCC does not provide specific budget allocations for recruitment of Asian American faculty, administrators, or any level job category.

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

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

11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

12. Does your institution implement employment incentives to attract Asian American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

13. Please describe any strategies that your institution is developing to meet the increasing numbers and need of Asian languages speaking students and public that may want access to your institution?

JWCC does not currently have increasing numbers or need of Asian speaking students and public accessing the institution. A plan will be developed when there is an increase. JWCC currently has an English as a Second Language program for any interested students or public.

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never

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

Employees with career ladder enhancement: N

Self-development training: N

Other: Y

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

Other: N

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

23. 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 Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

HR oversees all hiring and promotion interview and selection processes. HR ensures EEO standards are followed.

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