

ILLINOIS COMMUNITY COLLEGE SYSTEM

ASIAN AMERICAN

EMPLOYMENT PLAN REPORT



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March 2014

Asian American Employment Plan Report Fiscal Year 2013

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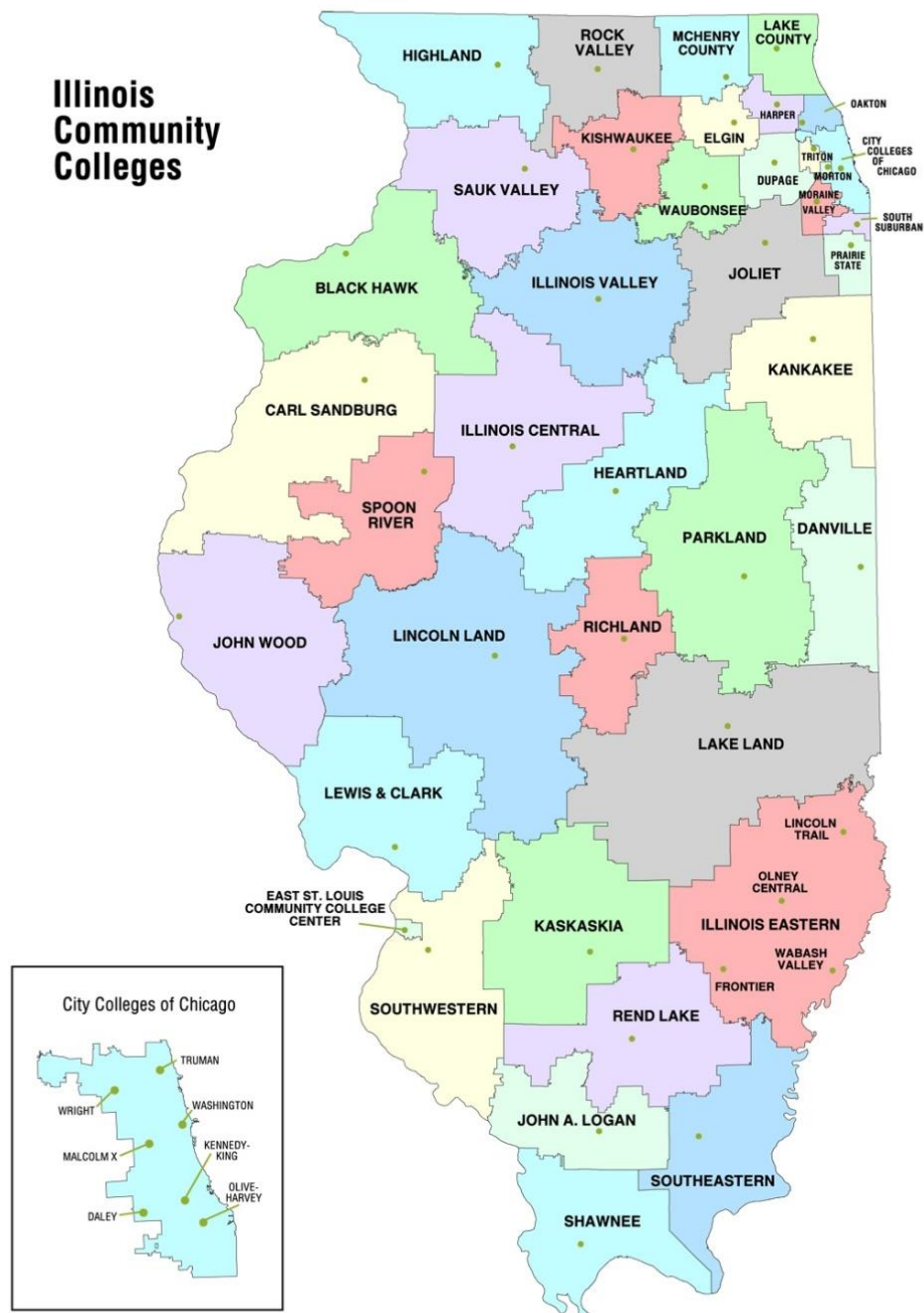
INTRODUCTION

The enclosed materials contain fiscal year 2013 (July 1, 2012 through June 30, 2013) responses from Illinois' public Community College System to the *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 2013 is the second 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 in the Board of Higher Education Act (Sec. 8. and Sec. 9.16. <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1080&ChapterID=18>). Underrepresented groups reporting aims to increase participation and achievement among students who are academically or financially at risk, including minorities, women, and individuals with disabilities, as well as first-generation students and low-income students. Recent editions of the *Underrepresented Groups Reports* are available on the ICCB website <http://www.iccb.org/reports.access.html>. Other complimentary initiatives are the *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 Hispanics\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 2012.

State of Illinois' Racial/Ethnic Distribution – State census data and population estimates show that Illinois' population reached over 12.87 million in 2012 compared to 12.42 million in 2000 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2013 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2013.pdf). These Illinois census data and population estimates indicate that the state's population grew 3.7 percent between 2000 and 2012. Illinois' 2012 population estimates show that Whites/Caucasians remained the largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2012, as the percent of Caucasians decreased from 73.5 percent to 71.2 percent of the population (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2013 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2013.pdf).

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

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

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

*Includes Pacific Islander

**Includes two or more races

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

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

Racial/Ethnic Distribution Community College System Credit Programs

– Overall in fiscal year 2013, minority students accounted for 40.2 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Fiscal year 2013 data show that minority representation was similar to the prior year (fiscal year 2012 = 39.3 percent). Fiscal year 2013 results are above the five-year average (38.2 percent). Student identifying themselves as Hispanic/Latino students – 116,645 in fiscal year 2013 – accounted for the largest number of minority enrollments this year. African American students – 111,566 in fiscal year 2013 – constitute the second largest minority group in the latest data. Asian American students – 30,548 in fiscal year 2013 – constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2013 proportionate representation by Hispanic/Latino students was higher by more than one percentage point in comparison to the prior year (17.6 percent in fiscal year 2013 versus 16.5 percent in fiscal year 2012). While African American students accounted for the largest number of minority enrollments in fiscal year 2012 for the first time since fiscal year 1999, the fiscal year 2013 African American student proportional representation was lower in comparison to the prior year (16.9 percent in fiscal year 2013 versus 17.2 percent in fiscal year 2012). Over the longer term – over the past five years – the Illinois Community College System’s enrollments have increased across most racial/ethnic groups. Non-Resident Alien (75 percent) was the only minority group with a decrease compared to fiscal year 2009.

Asian American students – 30,548 in fiscal year 2013 – constitute the third largest minority group enrolled in the Illinois Community College System.

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

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

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

SOURCE OF DATA: Annual Enrollment and Completion (A1)

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

percent). Table 3 also shows that about three out of every ten students enrolled in career and technical programs were members of a minority group (30.5 percent). African American students had the highest representation among minorities in Career/Technical programs and accounted for 14.5 percent of the population. Latino students had the second largest Career/Technical program enrollment (11.1 percent), followed by Asian students (3.9 percent), Native American students (0.5 percent), Pacific Islander students (0.4 percent), and Nonresident Alien students (0.2 percent).

Table 3 Fiscal Year 2013 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Hispanic/Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	13.7%	12.0%	5.0%	0.3%	0.5%	0.5%	31.9%
Number	38,504	33,516	13,917	823	1,391	1,281	89,432
Career/Tech. %	14.5%	11.1%	3.9%	0.2%	0.5%	0.4%	30.5%
Number	27,110	20,779	7,333	311	950	786	57,269

SOURCE OF DATA: Annual Enrollment and Completion (A1)

The following section of the report supplies information about the racial/ethnic characteristics of students who graduated in fiscal year 2013. It provides a point in time or cross cutting count of the number of degrees and certificates awarded to minority students within the Illinois Community College System during fiscal year 2013.

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

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

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

Table 4 Fiscal Year 2013 Minority Student Completers in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Hispanic/Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	9.6%	12.7%	4.1%	0.4%	0.4%	0.3%	27.4%
Number	1,822	2,405	769	68	71	64	5,199
Career/Tech. %	14.0%	11.6%	5.2%	0.2%	0.4%	0.4%	31.7%
Number	6,608	5,501	2,465	79	172	169	14,994

SOURCE OF DATA: Annual Enrollment and Completion (A1)

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

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

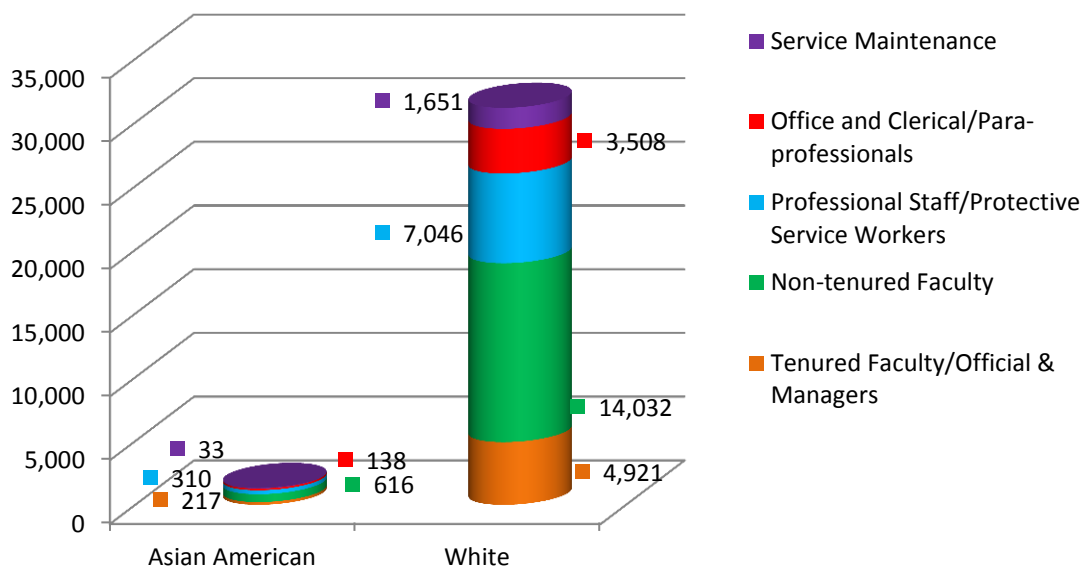
Table 5
Fiscal Year 2013 Minority Faculty and Staff in Illinois Community Colleges

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

*includes revised college figures

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

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



*includes revised college figures

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

The following pages contain the responses from Illinois' public Community College System to the Asian American Employment Plan Survey (HB4510/P.A. 97-0856 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=097-0856&GA=97>). 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 2013

Black Hawk 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, 2013, 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	2	0	0	0		6

2. As of June 30, 2013, 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
154	337	0	138	109	0	46		784

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 778

4. As of June 30, 2013, 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	-2	0	-2		-5

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

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

6. As of June 30, 2013, 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>
10	<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 13 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
- N/A

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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
9	14	0	8	1	0	0		32

2. As of June 30, 2013, 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
74	262	0	161	84	0	135		716

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 684

4. As of June 30, 2013, 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
12	5	0	5	1	0	0		23

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

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

6. As of June 30, 2013, 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
3	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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	7	0	0	0	16

2. As of June 30, 2013, 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
85	199	0	222	98	0	199	803

3. As of June 30, 2013, 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, 2013, 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	3	0	0	0	10

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

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

6. As of June 30, 2013, 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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	20	0	4	1	0	1	33

2. As of June 30, 2013, 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
104	237	0	202	69	0	97	709

3. As of June 30, 2013, 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, 2013, 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	8	0	2	1	0	1	19

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

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

6. As of June 30, 2013, 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
2	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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	4	2	0	0		20

2. As of June 30, 2013, 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	136	0	135	75	0	99		513

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 493

4. As of June 30, 2013, 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
6	7	0	3	3	0	0		19

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

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

6. As of June 30, 2013, 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
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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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
18	38	0	40	19	0	0	115

2. As of June 30, 2013, 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
129	342	0	289	116	0	111	987

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 872

4. As of June 30, 2013, 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
14	11	0	14	16	0	0	55

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

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

6. As of June 30, 2013, 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
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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	26	0	17	4	0	2		57

2. As of June 30, 2013, 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	261	0	179	98	0	79		738

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 681

4. As of June 30, 2013, 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	10	0	10	4	0	3		34

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

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

6. As of June 30, 2013, 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
2	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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	23	0	8	6	0	1		48

2. As of June 30, 2013, 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	350	0	189	105	0	95		860

3. As of June 30, 2013, 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, 2013, 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	7	0	4	6	0	1		26

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

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

6. As of June 30, 2013, 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>
100	<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 13 budget allocation for each of these Initiatives:

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

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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No

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
- No ethnically specific initiatives.
- Self-development training: N
- No ethnically specific initiatives.
- 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 American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.
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 2013

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, 2013, 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	4	0	0	0		8

2. As of June 30, 2013, 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
73	120	0	217	49	0	20		479

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 471

4. As of June 30, 2013, 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	3	0	0	3	0	0		8

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

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

6. As of June 30, 2013, 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>
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 13 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: 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? quarter
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 2013

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, 2013, 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	100	0	17	24	0	6		168

2. As of June 30, 2013, 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
300	1520	0	414	327	0	143		2704

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 2536

4. As of June 30, 2013, 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	-4	0	-6	-3	0	-6		-22

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

253	Total that received tenure
30	Total that did not receive tenure
19	Total Asian American faculty that received tenure
1	Total Asian American that did not receive tenure

6. As of June 30, 2013, 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
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>
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 13 budget allocation for each of these Initiatives:

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

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

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 of DuPage participates in Diversity Job Fairs such as the Annual Diversity Employment Day Career Fair for the City of Chicago. The College also targets diversity websites to post career opportunities, for example, AsiansInHigherEd.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: 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?

Not 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

Self-development training: Y

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

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

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

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	31	0	15	8	0	3		63

2. As of June 30, 2013, 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
239	478	0	209	145	0	111		1182

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1119

4. As of June 30, 2013, 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	4	0	6		22

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

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

6. As of June 30, 2013, 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 13 budget allocation for each of these Initiatives:

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

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

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? quarter

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 Reports

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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
14	25	0	26	13	0	7		85

2. As of June 30, 2013, 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
285	683	0	488	238	0	114		1808

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1723

4. As of June 30, 2013, 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
-9	-10	0	-8	-8	0	-7		-42

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

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

6. As of June 30, 2013, 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
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>
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 13 budget allocation for each of these Initiatives:

No. However, \$5,290 or 7.8% of its FY13 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 Asian-American candidates; annual completion and analysis of workforce and utilization data by EEOC category; and collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair, Chief Human Resources Officer and the Special Assistant to the President for Diversity and Inclusion/Assistant Provost. All hiring practices are regularly reviewed 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. Participate in diversity specific conferences such as NCORE (National Conference on Race and Ethnicity), SHRM Diversity and Inclusion Conference, and the IMDiversity.com conference. Coordinate recruiting activities and meetings at traditionally Asian-American serving institutions. Develop and mandate training classes for all faculty search committee members to educate interviewers on diversity issues and legal compliance in the hiring process. Encourage individuals from underrepresented 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 Shared Governance structure. A mentoring program called the Diverse Relationships Engaged in Affirming Multiculturalism: (DREAM) Affinity Group mentors 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. The College financially supports an individual's professional development, including a tuition-waiver offset for undergraduate, post-undergraduate and post-graduate education courses. On-line courses and workshops are available for faculty to develop skills for supporting Asian-Americans. 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
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?

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 Asian-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, Chief Human Resources Officer and the Special Assistant to the President for Diversity and Inclusion/Assistant Provost. All hiring practices are reviewed regularly 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.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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
5	8	0	13	0	0	0		26

2. As of June 30, 2013, 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
152	306	0	356	77	0	11		902

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 876

4. As of June 30, 2013, 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	-4	0	-4		-9

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

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

6. As of June 30, 2013, 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>
22	<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 13 budget allocation for each of these Initiatives:

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

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.

The College continues to ensure that information regarding employment opportunities at the College is reaching qualified Asian American populations and those with ties to these populations. The College has reached out to local/regional diversity organizations and networks in hopes of sharing our job opportunities with them. Identified groups include a local AsiaConnect organization.

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: 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?

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 sessions; webinars/conferences; professional journals and books; association/professional memberships; sabbaticals; tuition support.

Other: Y

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

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 2013

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, 2013, 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	1	0	0		4

2. As of June 30, 2013, 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
65	169	0	68	60	0	45		407

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 403

4. As of June 30, 2013, 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	-1	0	1	1	0	-1		3

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

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

6. As of June 30, 2013, 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>
4	<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 13 budget allocation for each of these Initiatives:

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

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

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

N/A

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 has not seen increased numbers and/or need of Asian speaking students and public.

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

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 2013

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, 2013, 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
5	9	0	10	3	0	2		29

2. As of June 30, 2013, 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
207	564	58	664	166	6	148		1813

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1784

4. As of June 30, 2013, 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	9	0	3	5	0	2		22

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

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

6. As of June 30, 2013, 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
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.

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>
22	<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 13 budget allocation for each of these Initiatives:

Yes, \$7300.00

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?

All plans are reviewed by Human Resources and Hiring Managers. Then, they are incorporated into a recruitment strategy.

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

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

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

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?

This effort is coordinated through 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 2013

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, 2013, 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, 2013, 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	201	0	21	14	0	5		262

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

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

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

6. As of June 30, 2013, 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 13 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 seek Asian American faculty and administrators.

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 review a packet of information prior to reviewing applicant files. Individuals new to selection committees review this information with a staff member from HR.

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 2013

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, 2013, 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	1	0	0	0	0	0		2

2. As of June 30, 2013, 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
27	70	0	45	14	0	14		170

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 168

4. As of June 30, 2013, 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	1	0	0		3

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

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

6. As of June 30, 2013, 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 13 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.

Hire ESL instructors as needed.

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 information. Those new to selection committees review the information with an HR staff member.

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 2013

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, 2013, 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, 2013, 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
55	72	0	65	17	0	10		219

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

4. As of June 30, 2013, 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	6	0	0		6

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

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

6. As of June 30, 2013, 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>
6	<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 13 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 seek Asian American 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: 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. Individuals new to the selection committee review this information with HR staff.

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 2013

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, 2013, 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	1	0	0	0		1

2. As of June 30, 2013, 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
42	102	0	48	22	0	9		223

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

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

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

6. As of June 30, 2013, 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>
1	<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 13 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 seek Asian American applicants for faculty and administrative positions.

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. Those new to selection committees review this information with HR staff.

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 2013

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, 2013, 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, 2013, 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
29	1	0	45	14	0	1		90

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

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

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

6. As of June 30, 2013, 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 13 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.

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 reviewing applicant files. Individuals new to the selection process review this information with a staff member from HR.

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 2013

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, 2013, 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, 2013, 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	217	0	113	68	0	17		506

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

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

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

6. As of June 30, 2013, 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 13 budget allocation for each of these Initiatives:

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

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 Asian 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 2013

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, 2013, 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	11	0	13	2	0	0		33

2. As of June 30, 2013, 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
234	938	0	418	185	0	193		1968

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1935

4. As of June 30, 2013, 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	11	0	13	2	0	0		33

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

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

6. As of June 30, 2013, 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>
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 13 budget allocation for each of these Initiatives:

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

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?

At our college, there are many different areas involved in the hiring, interviewing, etc. processes. We have looked at compliance from a broader perspective than just the HR staff. The Senior Leadership Team (SLT) is charged with accepting responsibility for accomplishing progress towards the legislative mandates of the Asian American Employment Plan. Responsibilities include employee and faculty compliance, implementation of policies and procedures, promotion of equal employment opportunities, cooperating with investigations, sound employment decisions, utilizing data, and developing, delivering and participating in diversity training programs. Comprehensive and assertive inclusion/diversity policies have been developed which applies to all personnel practices including recruitment and job advertising, hiring, selection for training, promotion, separation, demotion, lay-off, transfer and rates of pay and all other terms, conditions and privileges of employment. JJC has: 1) Standardized the search committee process and procedures by providing mandatory training for search committee members, technical assistance and support. 2) Held college-wide diversity forums to gain insight into issues as it pertains to staffing patterns and communication issues. 3) JJC has a Diversity Leadership Council, with membership appointed by the college president. 4) Gained additional community partners as a result of our outreach efforts with local high schools, churches and community organizations. 5) Works with the Illinois Department of Employment Security to post vacancies to identify applicant pool within District 525. JJC collaborates with area colleges and universities to tap into their alumni as prospective candidates. JJC is working collaboratively with South Metropolitan Higher Education Consortium on two projects, including Diversifying Faculty in Illinois Initiative. The college has created a welcoming environment Open Doors, Open Hearts, and Open Minds: Statement on Diversity and Inclusiveness which incorporates a desire to have a community that reflects a wide representation of attribute diversity.

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 utilizes a variety of diverse employment strategies. Starting with recruitment, we utilize advertisements which reach broad populations such as the Chicago Suburban News publications; the Chronicle for Higher Education, and the Chicago Tribune. The college will utilize Asian American based publications as appropriate. Recruitment sources are actively encouraged to refer qualified candidates and to assist in the implementation of JJC's diversity/inclusion programs. We also welcome suggestions for additional sources from the public. We also reach out to a variety Asian American professional organizations and websites. The Human Resources Department maintains a directory of local educational institutions, community organizations and agencies serving minority group members and females that is reviewed annually for its effectiveness as a source for employee recruitment. Non-discrimination statements are included in all job applications, vacancy notices on the college website and online-application processes and public advertisements. The college provides tuition waivers for eligible employees to participate in the college's credit courses, which aids in their personal and professional development and builds skills

for individuals to qualify for advancement opportunities within the college. Additionally, the college seeks opportunities to collaborate with minority and ethnic organizations to advise, educate and provide technical assistance regarding JJC's equal employment policies. Promotional initiatives include the development of career clusters, which provide vision and clear expectations for advancement opportunities within certain areas (e.g. Information Technology); development of core competencies and succession planning; and communication of all the above referenced initiatives.

List all activities your institution has undertaken that would help in the implementation of the State 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 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? 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: 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 is not under a hiring and promotion monitor. However, as part of our inclusion/diversity plan we do monitor the applicant pools and minority hiring and promotions through the annual utilization analysis process.

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 2013

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, 2013, 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	5	0	0	2	0	0		9

2. As of June 30, 2013, 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
137	237	0	56	129	0	27		586

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 577

4. As of June 30, 2013, 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		1

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

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

6. As of June 30, 2013, 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>
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 13 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 office 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 office also tracks 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 include 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 is put in place.

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 2013

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, 2013, 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	3	0	0	1	0	1		7

2. As of June 30, 2013, 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
101	378	0	113	130	0	102		824

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 817

4. As of June 30, 2013, 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	0	0	0		1

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

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

6. As of June 30, 2013, 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 13 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?

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

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

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statue of *State of Illinois 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. Professional growth and development training covers diversity issues. Use DFI website for advertising when permitted.

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 2013

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, 2013, 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	1	0	0		9

2. As of June 30, 2013, 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
82	244	0	108	57	0	36		527

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 518

4. As of June 30, 2013, 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	-3	0	0	0		-5

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

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

6. As of June 30, 2013, 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>
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 13 budget allocation for each of these Initiatives:

No specific budget allocation; however a portion of the Human Resources budget is dedicated to advertising/recruiting on AA and diversity specific job boards.

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 include ongoing professional development through local and national human resources organizations; continued attendance at minority recruitment and related conferences; engaging partnerships with diverse organizations and 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; develop and sustain partnerships with local organizations and groups dedicated to diversity in the workplace; continue to aggressively post and advertise on diversity specific job boards.

List all activities your institution has undertaken that would help in the implementation of the State 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 program/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? quarter
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, 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.
na

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	47	0	20	6	0	6		100

2. As of June 30, 2013, 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
261	966	0	389	194	0	105		1915

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1815

4. As of June 30, 2013, 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	-2	0	-2	-4	0	-1		-12

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

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

6. As of June 30, 2013, 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? 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>
82	<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 13 budget allocation for each of these Initiatives:

Yes: Total FY13 Budget - \$238,750 Asian Recruitment initiatives - \$214,875 Advertising - \$189,000 Travel - \$22,500 Clubs and memberships - \$3,750

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 comply 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? 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

Yes. Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set.

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 2013

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, 2013, 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	0	7	0	0		8

2. As of June 30, 2013, 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
112	309	18	307	119	0	36		901

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 893

4. As of June 30, 2013, 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	1	2	-1	0	-1		1

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

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

6. As of June 30, 2013, 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>
6	<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>
1	<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 13 budget allocation for each of these Initiatives:

No. They are included in the overall 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?

Hiring committee training for all members.

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

Broaden recruitment efforts using on-line diverse recruitment venues.

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?

Hire a diverse International Studies Director FY14

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
Career coaching and mentoring ; Performance evaluation and goal setting
Self-development training: Y
All employees have the opportunity for self development activities on and off campus
Other: N

Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
Members are required to participate in hiring 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.
Utilizing the EEO/recruitment form, analyzing our internal data annually

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	4	1	0	0		7

2. As of June 30, 2013, 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
137	429	0	217	93	0	15		891

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 884

4. As of June 30, 2013, 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	1	0	0	0		1

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

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

6. As of June 30, 2013, 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>
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 13 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 Asian applicants who meet the minimum requirements of the 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?

Lewis and Clark's Adult Education Department has an English as a Second Language program for Spanish speaking community members seeking to learn English. We have Spanish speaking Project READ tutors to work with Spanish speaking community members. Our TRIO Student Support Services project serves first generation students who may be students of color: Latino, Asian, African American, or Caucasian. The College offers many student support services for enrolled 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, African American and Latino cultures. These events are open to students and the community.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statue of *State of Illinois 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 2013

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, 2013, 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	8	2	0	0		17

2. As of June 30, 2013, 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
187	463	0	421	97	0	53		1221

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1204

4. As of June 30, 2013, 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		0

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

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

6. As of June 30, 2013, 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>
17	<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 13 budget allocation for each of these Initiatives:

Lincoln Land Community College (LLCC) has an annual budget of \$2,500 for the recruitment of all levels of faculty and staff positions. A portion of those budget dollars are used for recruitment events that will provide exposure of the college to diverse individuals who may be interested in employment at LLCC.

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 staff do not participate in a training program regarding the legislative mandates for the Asian American Employment Plan for Higher Education; however, all staff are expected to comply with all college policies, procedures and guidelines in addition to local, state and federal mandates.

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

Every year, LLCC seeks recruitment opportunities that will allow the college to reach potential Asian American candidates. These opportunities may be face-to-face, in print or online.

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

The college offers ESL classes and seeks out qualified instructors to teach those classes.

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

All staff members can have the regular tuition and fee costs associated with LLCC credit courses waived upon successful completion of the course. All staff members also have access to funds which can be used to attend another college/university, workshop, conference or seminar. These educational opportunities can help staff acquire knowledge, skills and abilities that may help them qualify for other positions at the college. There are two days a year the college holds a Professional Development Day. The sessions available can assist faculty and staff in developing skills that can be utilized in their work or personal lives.

Other: N

Other: N

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

LLCC does not conduct specific training for staff regarding the mandatory Hiring and Promotion Monitor requirements. However, employees are expected to comply with all college policies, procedures and guidelines in addition to local, state and federal mandates.

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 2013

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, 2013, 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	4	1	1	1	0	0		10

2. As of June 30, 2013, 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
137	193	1	124	92	0	52		599

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 589

4. As of June 30, 2013, 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	4	1	0	1	1	0		9

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

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

6. As of June 30, 2013, 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>
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 13 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 a diversity officer and established a task force to address diversity needs. The College president has reached out and starting networking with the community in efforts to increase diversity at JALC

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

Conduct district wide work-force utilization analysis to determine approximate number of Asian Americans who meet the minimum requirements for posted positions

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: 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?

HR networks with College legal counsel who also serves as a member of the College hiring committee as well as the human resource committee, both of which address diversity/hiring related items

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? Y
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
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?

HR networks with College legal counsel to ensure the institution remains in compliance of all EEOC - HR conducts orientation with supervisors.

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 2013

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, 2013, 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
5	7	1	3	3	0	0		19

2. As of June 30, 2013, 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	423	0	139	80	0	48		839

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 820

4. As of June 30, 2013, 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	-2	0	2	0	-2		-1

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

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

6. As of June 30, 2013, 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>
22	<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 13 budget allocation for each of these Initiatives:

No - A budget allocation was not designated specifically for Asian American recruitment. A percentage of both the Affirmative Action and Human Resources Recruitment budget was utilized to support and further Asian American 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, legislative mandates, and information regarding the Asian American Employment Plan directed to the Institution is forwarded to the Office of Human Resources Administrator(s) responsible for compliance. Periodic status checks occur by Executive Level Administration.

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

Continue periodic analysis of data collected on efforts reported and furnished by the Director of Employment Services/Affirmative Action. Use the data to set objectives of goals for increasing the number of Asian American employees. 2) Continue initiatives of the College's Affirmative Action Program focused on increasing staff diversity with a greater focus on Asian Americans.

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)? 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

The college offers a Mentorship Program for employees interested in career advancement and/or enhancement.

Self-development training: Y

Professional Development benefits to employees include a Tuition Fee Waiver to employees for MCC credit courses and Tuition Reimbursement for books, misc. fees and course work taken at other institutions is available for employees. Also, Professional Development Workshops on campus are made available to employees interested in self-development.

Other: Y

The new Employee Performance Evaluation Process provides an opportunity for employees to identify their development goals as well as request the resources needed to help them accomplish their goals. This information is discussed with their supervisor and an action plan recommendation.

Other: N

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

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

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.

Regular quarterly to bi-annual assessment of customer and/or student population needs utilizing various methods: Dept. /Division program review, monitoring enrollment and employment data, analyzing county demographics, and consulting with stakeholders takes place.

FY 2013 indicates no growth in Asian American employment. Retention efforts were successful. In FY 2013 MCC fell in the top 50% of IL Public Community College employing Asian Americans.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	16	0	6	1	0	0		27

2. As of June 30, 2013, 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
179	800	0	334	198	0	73		1584

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1557

4. As of June 30, 2013, 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	-2	0	-3		-8

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

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

6. As of June 30, 2013, 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? 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>
26	<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 13 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 FY13 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

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 compiled language bank 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 review of all hires and re-classifications. The College conducts annual faculty search committee training prior to the start of the recruitment process. Search committees are composed of diverse members. There is continuous human resources involvement during the recruitment and hiring process to ensure compliance.

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 students receive services through our Multicultural Student affairs and International Student Affairs departments. Services are also available in the area of English as a 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 2013

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, 2013, 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	0	3	0	0		14

2. As of June 30, 2013, 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
79	280	0	3	108	0	46		516

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 502

4. As of June 30, 2013, 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	-2	1	0	-2		2

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

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

6. As of June 30, 2013, 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>
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 13 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?

EEO guidelines and procedures

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: 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

Budget for professional development and by Collective Bargaining Agreement

Self-development training: Y

Budget for professional development and by Collective Bargaining Agreement

Other: N

Other: N

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

Following EEOC guidelines and Collective Bargaining

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

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	73	13	20	9	0	2		124

2. As of June 30, 2013, 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
166	672	74	175	139	9	76		1311

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1187

4. As of June 30, 2013, 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	-6	0	-5	-10	0	-14		-48

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

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

6. As of June 30, 2013, provide the number of full-time faculty that separated or left the community college (e.g. retired or resigned):

18	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 13 budget allocation for each of these Initiatives:

Recruitment activities are placed into general budget lines. There is no specific budget allocation set aside for the recruitment of Asian Americans. Oakton has spent \$850.00 on print ads in websites/publications focused on Asian Americans including National Association of Asian American Professionals. Additionally, \$12,255.00 was spent on ads in publications focusing on diversity in general, including Divers Issues in Higher Ed, Chicago Diversity.com, Diversity Employers, and Minority Nurse.

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 Executive Director for Human Resources with the entire College administration to explain the intent of the Affirmative Action Plan and to reiterate the College's commitment to equal opportunity and affirmative action. Recruitment goals are discussed and roles determined in assisting the College in meeting the responsibilities to provide equal employment opportunities and our commitment to be an affirmative action employer. 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 Executive Director for Human Resources (or the appropriate HR professional staff) will continue to meet with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues. Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President. The College will base all selection, compensation, promotion, development activities and all other employment decisions solely on performance and/or qualification; activities to be administered without discrimination.

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? 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: 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 Executive Director 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.

Asian Americans: 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 2013

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, 2013, 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	14	0	12	2	0	1		36

2. As of June 30, 2013, 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	472	0	493	76	0	58		1313

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1277

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

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

6. As of June 30, 2013, 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
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>
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 13 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.

Social media, Facebook, and LinkedIn

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?

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: 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 the answer for question 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 advertising, recruitment, and applicant screening.

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 2013

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, 2013, 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	11	0	2	0	0	0		14

2. As of June 30, 2013, 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	440	0	127	152	0	32		857

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 843

4. As of June 30, 2013, 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		-1

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

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

6. As of June 30, 2013, 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? 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>
14	<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 13 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 2013

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, 2013, 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, 2013, 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
86	288	0	136	38	0	78		626

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 624

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

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

6. As of June 30, 2013, 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>
2	<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 13 budget allocation for each of these Initiatives:

No. With such a small percentage of Asian population in our service area, it is not feasible to provide budget allocation except in the case of spending a proportionate amount of allocated advertising dollars.

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 applicants self-identifying as a minority; however, the college receives only a very small number of Asian applicants despite our efforts to reach them and encourage them to apply and everyone is trained to understand laws with regard to equal employment opportunities, discrimination and diversity.

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

The college offers 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 have instructors available that teach English as a second language to assist Asian language speaking students should that be 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
- 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 advancement opportunities
- Other: Y
- There is some tuition reimbursement available for employees wishing to enhance their education or 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 small number of minority applications in spite of our advertising efforts.
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 available to conduct a meaningful study.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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, 2013, 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
108	152	0	78	55	0	6		399

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

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

6. As of June 30, 2013, 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>
1	<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 13 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 Colleges 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? 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

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 2013

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, 2013, 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
5	6	0	2	3	0	0		16

2. As of June 30, 2013, 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
175	310	0	123	158	0	22		788

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 772

4. As of June 30, 2013, 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
21	20	21	21	21	21	21		146

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

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

6. As of June 30, 2013, 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>
6	<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 13 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?

Steps our institution has taken to help employ Asian Americans is as follows: the HR recruiter meets with all search committee members to explain the hiring selection process along with the Colleges diversity initiative plan. We encourage a diverse search committee along with a diverse pool of qualified applicants for each vacant position. This is accomplished by the HR 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. 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 into to increase the college's Asian 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

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? 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

Self-development: We have policies in place which allows employees to gain and or develop the necessary skills needed to advance within the College. By offering: 1) The reimbursement for both undergraduate and graduate courses. 2) Tuition free classes at the College. 3) Annual staff development days. 4) Enrollment in College-sponsored seminars and workshops.

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?

HR provides hiring manager/search committee chair with hiring guidelines and required hiring documentation at the time of job posting. HR requires each search committee member to complete online search committee training. HR meets with search committee members before interviews begin to review hiring guidelines and required hiring documentation. Hiring manager must complete 2 documented reference checks to be submitted to HR before an offer can be extended. Once a finalist is selected, HR reviews search committee notes and any matrix/rubric used in the search before an offer is extended.

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 2013

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, 2013, 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	1	0	0	0		4

2. As of June 30, 2013, 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
67	181	0	167	22	0	24		461

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 457

4. As of June 30, 2013, 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	-1	0	-1		0

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

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

6. As of June 30, 2013, 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>
4	<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 13 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?

Carl Sandburg College Policy#2.10, Equal Employment Opportunity is maintained in order to assure that the College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in an group protected by applicable federal, state or local laws. The policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and discipline. This policy is publicly posted on the College website and bulletin boards. Electronic documents are maintained in the College Policy, Procedure and Regulation section of Docushare on the College website. This policy is revised based on applicable law.

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

Carl Sandburg College advertises to recruit applications for new and vacant positions. Recent enhancements to the selection process include the launch of a new software system to improve the hiring process for job seekers and personnel managers, and allso advertisement of job opportunities on www.highereducationjobs.com and www.hotjobs.com. These changes were made in order to connect with a more diverse population of potential candidates. At times, Affirmative Action Emails are used to help recruit a diverse applicant pool for job search.

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

The strategies include employing a Coordinator of Transfer Service and Minority Outreach position. This person's responsibilities include developing contacts and relationships with the minority community

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

Fairness and equity to all employees is the goal. All employees are equally provided opportunities for promotion.

Self-development training: Y

Fairness and equity to all employees is the goal. All employees are equally provided opportunities for professional development training.

Other: N

Other: N

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

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

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 2013

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, 2013, 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	1	0	0	0	0	0		2

2. As of June 30, 2013, 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
49	166	0	68	41	0	29		353

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 351

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

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

6. As of June 30, 2013, 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 13 budget allocation for each of these Initiatives:

Recruitment of Asian American faculty, administrators, or any level job category is included in our FY 13 budget allocation of \$20,000.

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?

Human Resource staff responsible for hiring, interviewing, recruitment and EEO, have received training to ensure compliance 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.

The College has purchased additional advertising in an attempt to reach minority groups to increase the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at our 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: 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?

SVCC makes all attempts to reach out to all segments of the population. Potential students are given all necessary information to ease the transition process into the College. SVCC is currently working on a strategic enrollment plan to help increase all student populations with additional efforts towards the Asian American population. SVCC is also looking into applying for Department of Education grants that target the recruitment and retention of Latino, African American, and Asian 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: Y

Tuition Reimbursement-SVCC Tuition Waivers-On the job training-Internships-Career Counseling

Self-development training: Y

SVCC Tuition Waivers- Community Classes-Reimbursement for Seminars-Staff Development Committee

Other: N

Other: N

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 managers and screening committees to ensure that all appropriate staff are 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.

N/A

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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, 2013, 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	59	25	0	3		319

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 319

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

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

6. As of June 30, 2013, 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 13 budget allocation for each of these Initiatives:

Our institution shares the advertisement of all open positions across departmental lines. The money is for the recruitment of all positions, not minority specific. The human resource officer also forwards vacancy notices to the placement offices of other higher education institutions with high minority enrollments. The budget does cover the costs associated with this outreach.

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. Minority recruitment and retention documents are shared with administrators/staff who participate in the colleges hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minorities. The EEOC affirmative action officer and college leaders attend regional and national diversity conferences. Diversity training information is incorporated into the monthly HR newsletter. The HR office subscribes to Diversity Health Works emails, is a member of IL-CUPA, and SHRM which provide access to diversity training materials.

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.

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: 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? 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
- Not applicable at this time.
- Self-development training: N
- Not applicable at this time.
- Other: N
- Not applicable at this time.
- Other: N
- Not applicable at this time.
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
- The college maintains an affirmative action plan. Minority recruitment and retention documents are shared with administrators/staff who participate in the colleges hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minorities. The EEOC affirmative action officer and college leaders attend regional and national diversity conferences. Diversity training information is incorporated into the monthly HR newsletter. The HR office subscribes to Diversity Health Works emails, is a member of IL-CUPA, and SHRM which provide access to diversity training materials.
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 at this time.

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	2	0	0	0		11

2. As of June 30, 2013, 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
123	465	0	128	78	0	29		823

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

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

6. As of June 30, 2013, 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 13 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 committees involved in recruiting, interviewing, and selecting the final candidates. The search committees are composed of diverse members. Final candidates are then reviewed with the Vice President of the hiring area.

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

To increase our applicant pool, SSC has regular and consistent pay increases based on a negotiated contract. SSC has also increased the advertising budget for quality faculty. 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. SSC also offers tuition waivers and tuition reimbursements.

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 provides hiring guidelines to the search committees involved in recruiting, interviewing, and recommending the final candidates. The search committees are composed of diverse members. Final candidates are then reviewed with the Vice President of the hiring area.

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 2013

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, 2013, 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	1	0	0	0	0		4

2. As of June 30, 2013, 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	118	0	56	34	0	14		278

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 274

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

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

6. As of June 30, 2013, 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>
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 13 budget allocation for each of these Initiatives:

Despite experiencing reductions and late payments in state appropriations, Southeastern Illinois College recruitment practices are committed to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Allocations for 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: 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 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? 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
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

Self-development workshops are offered to employees throughout the academic year as well as professional development opportunities for employees who wish to take advantage of development 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?

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 2013

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, 2013, 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	11	0	5	1	0	0		19

2. As of June 30, 2013, 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
154	867	0	596	56	0	120		1793

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1774

4. As of June 30, 2013, 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	-1	0	-1		0

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

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

6. As of June 30, 2013, 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>
19	<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 13 budget allocation for each of these Initiatives:

We provide training to hiring committees and monitor all FT applicant pools to ensure we've reached minority candidates. Advertisements of positions are sent to HigherEdJobs.com utilizing an Affirmative Action Email (\$1,380.00).

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?
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 2013

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, 2013, 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	0	0	0		4

2. As of June 30, 2013, 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
54	96	0	46	34	0	6		236

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

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

6. As of June 30, 2013, 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>
4	<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 13 budget allocation for each of these Initiatives:

\$500

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?

Increased advertising in EEO journals. All hiring supervisors are required to comply with the college's hiring procedures and EEO policies. The college utilizes an online recruiting system to collect employment applications.

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?

Increased advertising in EEO journals.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statue of *State of Illinois 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: 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 2013

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, 2013, 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	23	0	0	10	0	1		41

2. As of June 30, 2013, 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	696	0	65	424	0	113		1439

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1398

4. As of June 30, 2013, 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	-4	-1	0	-3		-7

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

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

6. As of June 30, 2013, 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>
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 13 budget allocation for each of these Initiatives:

No, we do not provide budget allocations specifically for recruitment. However, we do utilize diversity job outlets.

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?

Not only do we utilize diversity job outlets, but all hiring chairs are trained on the importance of diversity on search committees, interviewing process, diversity sensitivities, and diversity questioning. 20% diversity required on all search committees.

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

Improve training on search committees (committee members); Create continual annual evaluation of diversity plan; Work with Diversity Functional Committee.

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

Reviewing Strategic plan and enrollment methods; Working on diversity representation; Asian American Recruiting Events

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

Self Development Training/Professional Development Center/In services

Other: N

Other: N

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

all hiring chairs are trained on the importance of diversity on search committees, interviewing process, diversity sensitivities, and diversity questioning. 20% diversity required on all search committees.

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.

EEO1

Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)
Fiscal Year 2013

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, 2013, 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	20	0	8	5	0	0		40

2. As of June 30, 2013, 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
169	623	0	378	182	0	73		1425

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1385

4. As of June 30, 2013, 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	-3		-4

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

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

6. As of June 30, 2013, 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>
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 13 budget allocation for each of these Initiatives:

College recruiting budget includes funds for minority recruitment. There is no budget specifically for recruiting of Asian American employees.

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 training /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 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 for faculty and staff, provided by our training department.

Other: Y

New Faculty Learning Academy: a training program for new hire non-tenured full-time faculty.

Other: Y

Leadership Academy

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 2013

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, 2013, 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	1	0	0	0		3

2. As of June 30, 2013, 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
85	203	0	51	56	0	11		406

3. As of June 30, 2013, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 403

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

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

6. As of June 30, 2013, 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>
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 13 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. A budget was not established for these Initiatives for FY13.

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.

A plan will be developed when there is an increased need for bilingual staff.

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: Y

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

Other: Y

Associate faculty who are employed on a temporary basis are not on a tenure track. All qualified associate faculty are encouraged to apply for full-time faculty positions when available. Full-time faculty employees are on a tenure track. All employees are encouraged to apply for any open positions, although some positions may be unlikely due to qualifications of education and experience.

Other: N

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

HR oversees all hiring and promotion interview and selection processes. HR ensures EEO standards are followed.

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.

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