

# **ILLINOIS COMMUNITY COLLEGE SYSTEM**

## **ASIAN AMERICAN**

### **EMPLOYMENT PLAN REPORT**



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## Asian American Employment Plan Report Fiscal Year 2014

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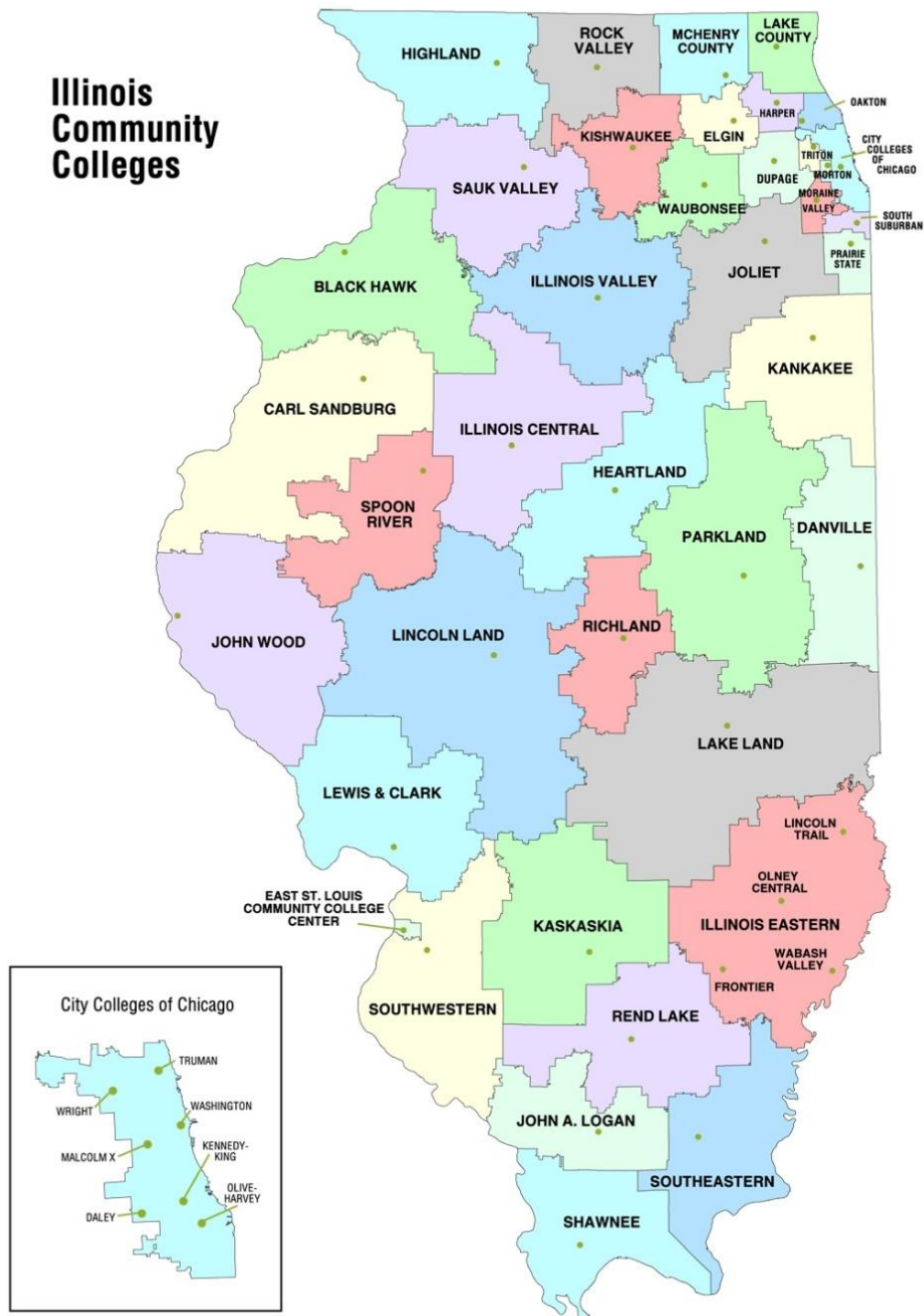
## INTRODUCTION

The enclosed materials contain fiscal year 2014 (July 1, 2013 through June 30, 2014) 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 2014 is the third 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 complementary 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.

**Illinois  
Community  
Colleges**



### DEMOGRAPHIC INFORMATION

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

Minority populations were responsible for Illinois' overall population growth from 2000 to 2013.

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

overall population growth from 2000 to 2013, as the percent of Caucasians decreased from 73.5 percent to 71.1 percent of the population (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2014 Index of Need, Table 1 [http://www.iccb.org/pdf/reports/IndexOfNeedTables\\_2014.pdf](http://www.iccb.org/pdf/reports/IndexOfNeedTables_2014.pdf)).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2013 census data. The 2013 census data showed that 1.8 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race\*\*" column in Table 1 below. The question on Hispanic/Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2013 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,117,028 in 2013 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2014 Index of Need, Table 1 [http://www.iccb.org/pdf/reports/IndexOfNeedTables\\_2014.pdf](http://www.iccb.org/pdf/reports/IndexOfNeedTables_2014.pdf)).

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

<b>Table 1</b>						
<b>State of Illinois Racial/Ethnic Distribution (Census)</b>						
	<b>White/ Caucasian</b>	<b>African American</b>	<b>Asian* American</b>	<b>Native American</b>	<b>Some Other Race**</b>	<b>Hispanic/Latino*** (Duplicated)</b>
<b>2000</b>	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
<b>2013</b>	71.1%	14.7%	5.1%	0.6%	8.5%	16.4%

\*Includes Pacific Islander

\*\*Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2014 Index of Need, Table 1.

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

– Overall in fiscal year 2014, minority students accounted for 40.7 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Fiscal year 2014 data show that minority representation was similar to the prior year (fiscal year 2013 = 40.2 percent). Fiscal year 2014 results are above the five-year average (39.1 percent). Students identifying themselves as Hispanic/Latino students – 116,319 in fiscal year 2014 – accounted for the largest number of minority enrollments this year. African American students – 103,591 in fiscal year 2014 – constitute the second largest minority group in the latest data. Asian American students – 29,228 in fiscal year 2014 – constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2014 proportionate representation by Hispanic/Latino students was higher by nearly one percentage point in comparison to the prior year (18.5 percent in fiscal year 2014 versus 17.6 percent in fiscal year 2013). While African American students accounted for the largest number of minority enrollments in fiscal year 2012 for the first time since fiscal year 1999, the fiscal year 2014 African American student proportional representation was lower in comparison to the prior year (16.5 percent in fiscal year 2014 versus 16.9 percent in fiscal year 2013). Over the longer term – over the past five years – a decrease in the Illinois Community College System’s enrollments was noted among Asians (-8.5 percent), African Americans (-6.2 percent), and Non-Resident Aliens (-42.6 percent) while an increase was noted among Native American/Alaskans (32.6 percent) and Hispanic/Latinos (1.6 percent).

Asian American students – 29,228 in fiscal year 2014 – 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 over three-fourths (76.2 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2014, both Hispanic/Latino students and African American students accounted for more than one-third of the adult education enrollments (38.1 percent and 35.0 percent, respectively). Additionally, minority students accounted for nearly nine out of every ten (85.3 percent) individuals enrolled in community college ESL coursework during fiscal year 2014. Hispanic/Latino students accounted for over two-thirds (69.9 percent) of the community college ESL students, followed by Asian American students (10.2 percent).

**Table 2**  
**Fiscal Year 2014 Minority Students Enrolled in Adult Education (ABE/ASE)**  
**and English-as-a-Second Language (ESL)**

<b>Program</b>	<b>African American</b>	<b>Hispanic/Latino</b>	<b>Asian</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Minority Subtotal</b>
<b>ABE/ASE %</b>	<b>35.0%</b>	<b>38.1%</b>	<b>2.4%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>76.2%</b>
Number	13,602	14,804	951	25	164	39	29,585
<b>ESL %</b>	<b>4.5%</b>	<b>69.9%</b>	<b>10.2%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>85.3%</b>
Number	1,662	25,841	3,774	200	24	65	31,566

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

Table 3 provides the distribution of minority students enrolled in Baccalaureate/Transfer and Career/Technical programs. During fiscal year 2014, minorities comprised nearly four out of every ten (35.4 percent) Baccalaureate/Transfer enrollees. An examination of each minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that African American students accounted for the largest minority group enrollments (14.8 percent), followed by Hispanic/Latino students (14.5 percent), Asian students (5.0 percent), Native American students (0.5 percent), Pacific Islander students (0.3 percent), and Nonresident Alien students (0.3 percent). Table 3 also shows that about three out of every ten students enrolled in career and technical programs were members

of a minority group (31.8 percent). African American students had the highest representation among minorities in Career/Technical programs and accounted for 14.7 percent of the population. Latino students had the second largest Career/Technical program enrollment (12.0 percent), followed by Asian students (4.0 percent), Native American students (0.5 percent), Pacific Islander students (0.3 percent), and Nonresident Alien students (0.2 percent).

**Table 3**  
**Fiscal Year 2014 Minority Students Enrolled in**  
**Baccalaureate Transfer and Career and Technical Programs**

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

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

The following section of the report supplies information about the racial/ethnic characteristics of students who graduated in fiscal year 2014. It provides a point in time or cross cutting count of the number of degrees and certificates awarded to minority students within the Illinois Community College System during fiscal year 2014.

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

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

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

**Table 4**  
**Fiscal Year 2014 Minority Student Completers in**  
**Baccalaureate Transfer and Career and Technical Programs**

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

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



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

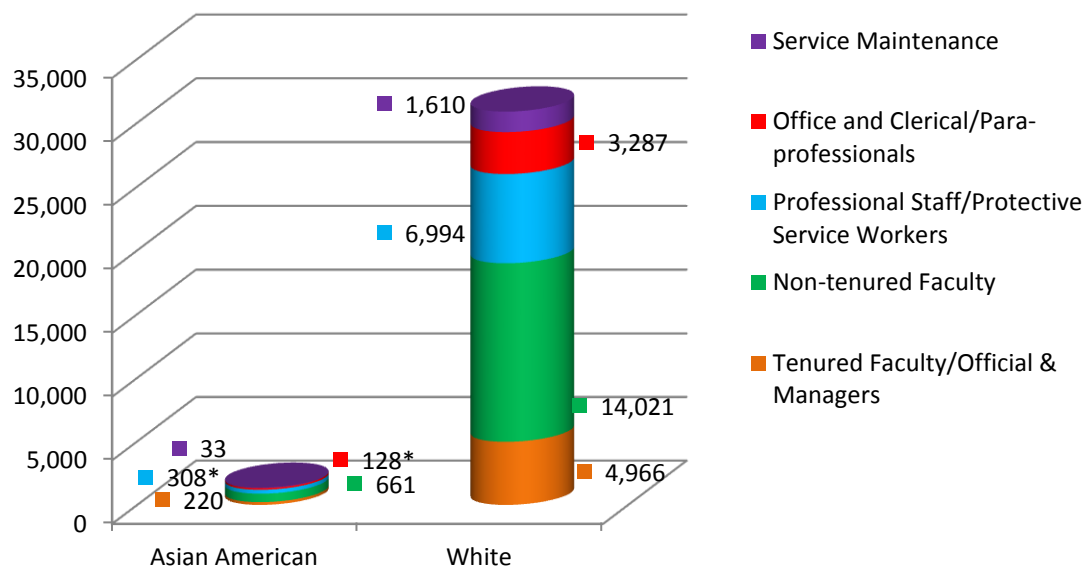
In fiscal year 2014, Asian American faculty and staff accounted for 3.6 percent of tenured faculty/officials and managers, 3.6 percent of non-tenured faculty, 3.1 percent of professional staff/protective service workers, 2.7 percent of office and clerical/para-professionals, and 1.1 percent of service maintenance employees.

<b>Table 5</b> <b>Fiscal Year 2014 Minority Faculty and Staff in Illinois Community Colleges</b>						
	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% 630	7.8% 1,450	14.8% 1,460	14.9% 709	25.2% 755*	0.0% 0
Hispanic/Latino % Number	3.5% 217	3.2% 596*	6.7% 664*	10.9% 521	15.3% 458	0.0% 0
Asian % Number	3.6% 220	3.6% 661	3.1% 308*	2.7% 128*	1.1% 33	0.0% 0
Native American % Number	0.2% 14	0.3% 53	0.3% 30	0.3% 14	0.4% 12	0.0% 0
Non-Resident Alien % Number	0.0% 3	0.1% 23	0.0% 3	0.0% 0	0.0% 1	0.0% 0
Pacific Islander % Number	0.1% 5	0.1% 16	0.2% 20	0.1% 5	0.1% 4	0.0% 0
Minority Subtotal % Number	17.6% 1,089	15.0% 2,799*	25.1% 2,485*	28.8% 1,377*	42.2% 1,263*	0.0% 0

\*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 2014**



\*includes revised college figures

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

The following pages contain the responses from Illinois' public Community College System to the 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 Administrative Staff/Technicians and Skilled Craft Workers were included in the Professional Staff/Protective Service Workers category unless colleges specified the counts for these two categories. Utilization data of Asian American Staff Employed in Illinois Public Community Colleges for question four were calculated as each college's percentage of overall Asian American district population (16 years and older) minus the percentage of Asian American staff (Tenured Faculty/Executive/Administrative; Non-Tenured Faculty/Adjunct Faculty; Professional Staff/Protective Service Workers; Office & Clerical/Para-professionals; and Service Maintenance employment classification) at each community college. The percentages were rounded to full numbers. A negative percent for question four represents an underutilization for that employment category.

**ASIAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS**

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

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

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

2. As of June 30, 2014, 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	353	0	117	105	0	50	804

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 796

4. As of June 30, 2014, 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
0	0	0	-2	-2	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
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 14 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 2014**

**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, 2014, 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	17	0	8	1	0	0	35

2. As of June 30, 2014, 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
75	271	0	172	84	0	146	748

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 713

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5



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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
37	<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 14 budget allocation for each of these Initiatives:

No

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

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants. 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

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

None

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

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

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

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

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

18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).  
Employees with career ladder enhancement: N  
  
Self-development training: N  
  
Other: N  
  
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?  
  
The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants. 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 2014**

**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, 2014, 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	10	0	3	0	0	1	15

2. As of June 30, 2014, 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	215	0	234	89	0	191	803

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 788

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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? 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 14 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?

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

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

No recommendations

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

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

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

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

None

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

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

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

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

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

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

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).  
Employees with career ladder enhancement: N  
  
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. 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 2014**

**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, 2014, 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	22	0	6	1	0	1	38

2. As of June 30, 2014, 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
93	245	0	202	73	0	107	720

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 682

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5



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

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

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

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

7. What percentage of your community college employees are union? 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>
41	<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 14 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. 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

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. 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 2014**

**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, 2014, 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	5	2	0	0	21

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

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

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 558

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5

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

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
20	<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 14 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. 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

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. 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 2014**

**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, 2014, 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
20	34	0	37	17	0	1	109

2. As of June 30, 2014, 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	343	0	301	106	0	115	994

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 885

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5



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

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
138	<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 14 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. 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

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. 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 2014**

**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, 2014, 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	30	0	16	4	0	2	61

2. As of June 30, 2014, 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
117	272	0	183	100	0	84	756

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 695

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5

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

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

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

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

7. What percentage of your community college employees are union? 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>
73	<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 14 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. 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

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. 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 2014**

**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, 2014, 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
11	26	0	8	5	0	1	51

2. As of June 30, 2014, 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
113	367	0	211	102	0	99	892

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 841

4. As of June 30, 2014, 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
3	2	0	0	-1	0	-5



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

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
0	<u>Other Asian</u>
64	<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 14 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. 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

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. 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 2014**

**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, 2014, 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	3	0	0	0	5

2. As of June 30, 2014, 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
83	117	0	219	46	0	21	486

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

4. As of June 30, 2014, 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
2	0	0	0	0	0	0

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

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
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>
2	<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 14 budget allocation for each of these Initiatives:
10. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the Asian American Employment Plan for Higher Education?
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

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

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

14. Does your institution currently have an Asian American Resource Center (AARC)? N
15. If your institution has an Asian American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of Asian American students? N
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? N
19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N

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

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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
20	123	0	22	22	0	5	192

2. As of June 30, 2014, 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
287	1637	0	453	329	0	143	2849

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 2657

4. As of June 30, 2014, 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
-3	-3	0	-6	-4	0	-7

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



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

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

32	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 14 budget allocation for each of these Initiatives:

Yes, the College of DuPage allocates \$100,000 for recruitment each fiscal year. As part of our recruitment efforts, we advertise Faculty and Administrator positions with diversity job sites to target 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, Supervisors, and Managers. Additionally, The College's Board of Directors requires the Human Resources Department to monitor the diversity of the candidates. We do this at the overall applicant pool stage and again at the interview stage. Based on the results, we do additional advertising specifically focused on the minority communities if necessary.

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 Indo American Community Career Fair. 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?

None 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: N  
  
Other: Y  
  
Employee Development funds are made available for employees to develop professional skills.  
  
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 monitor our diversity in candidates to ensure compliance with Board Policy. We do this at the overall applicant pool stage and again at the interview stage. During our discussions with the Hiring Managers and Search Committee Members, we share demographic information on our student population in comparison to our Faculty. These figures create continued awareness of the importance of providing equal opportunity to minority groups.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	23	0	15	8	0	3	54

2. As of June 30, 2014, 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
232	459	0	204	138	0	109	1142

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1088

4. As of June 30, 2014, 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
-7	-4	0	-2	-4	0	-7

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

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

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

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

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

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

9. Does your Institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? If yes, provide FY 14 budget allocation for each of these Initiatives:

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

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

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

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

Enhance recruitment activities utilized to refer candidates to open vacancies. Increase ECC participation in employment/career fairs and networking events. Continue to maintain and develop external relationships with the

community in an effort to foster our community outreach efforts. Begin to track applicants that indicate non-English speaking skills when applying for employment opportunities. Continue to provide assistance and support to candidates in more than one language. Provide hard copy and electronic documents related to the hiring process in multiple languages.

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

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

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

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

Employees within the college attend conferences, seminars, meetings and training sessions related to employment law and diversity.

**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 to 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 2014**

**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, 2014, 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	24	0	19	12	0	5	74

2. As of June 30, 2014, 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
292	836	0	336	234	0	92	1790

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1716

4. As of June 30, 2014, 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
-9	-11	0	-9	-9	0	-9

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

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

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

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

7. What percentage of your community college employees are union? 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 14 budget allocation for each of these Initiatives:

\$8,859 or 8.52% of the College's FY14 recruitment and advertising 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: 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; collection and analysis of candidate diversity statistics for each search; regular reviews of all hiring practices to ensure compliance with Federal and State laws; required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process; and annual completion and analysis of workforce and utilization data by EEOC category. Collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair, Dean, Provost or VP and Chief Human Resources Officer. Regular reviews of all hiring practices to ensure compliance with Federal and State laws.

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

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

**List all activities your institution has undertaken that would help in the implementation of the State 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 Diversity Committee is part of the College's Corporate Governance structure. The College has a Special Assistant to the President for Diversity and Inclusion who is responsible for analyzing, recommending and collaborating with other College constituencies to expand and improve diversity and inclusion initiatives. A mentoring program called the Diverse Relationships Engaged in Affirming Multiculturalism: (DREAM) Affinity Group has been established to mentor diverse second year faculty. The Group's goals are to facilitate the recruitment, professional development, and retention of a diverse workforce through programs that support workforce, diversity, and the college's core values. This year there were several mentees and several active faculty/deans mentors. Asian-American faculty and staff employees are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line courses and workshops are available for faculty to develop skills for supporting Asian-American. The Center for Multiculturalism has established a Multicultural Faculty Fellows Program which provides Faculty training incorporating diversity modules and approaches into their curricula. All graduate courses purchased or acquired for faculty professional development that are provided by Harper College have a multiculturalism dimension. The REACH Summer Bridge Program targets underrepresented students for college preparation.

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

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

Other: N

Other: N

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

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: 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; collection and analysis of candidate diversity statistics for each search; regular reviews of all hiring practices to ensure compliance with Federal and State laws; required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process; and annual completion and analysis of workforce and utilization data by EEOC category. The College convened a Presidential Task Force in 2012 to examine and make recommendations regarding the College's diversity initiatives. Harper College faculty and staff also completed a Cultural Values Assessment (CVA) in 2012. The recommendations of this Task Force, the results of the CVA and the creation of the Special Assistant to the President for Diversity and Inclusion position are drivers assisting the College in improving and enhancing its efforts and initiatives in Diversity and Inclusion.

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 2014**

**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, 2014, 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	11	0	10	0	0	0	26

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

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

3. As of June 30, 2014, 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, 2014, 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
0	0	0	-1	-4	0	-4

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

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

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

7	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>
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 14 budget allocation for each of these Initiatives:

The College provides a budget allocation for employee recruitment advertising. The FY14 budget for this advertising was approximately \$71,300, of which over 7% (\$5300) was spent on advertising in venues oriented to minorities, including 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, diverse populations.

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

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

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

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

Other: Y

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

Other: N

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 2014**

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

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

2. As of June 30, 2014, 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
61	170	0	63	50	0	45	389

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 383

4. As of June 30, 2014, 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
3	0	0	3	2	0	-1

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

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
0	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
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 14 budget allocation for each of these Initiatives:

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

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, teaching/administrative staff is not underutilized.

**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 language 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

Employees have the opportunity to develop their professional skills through workshops, online training, publications and one-on-one coaching. Tuition waivers for Highland classes are provided to part-time and full-time employees. Education assistance is provided for our full-time employees to pursue advanced degrees or classes.

Other: N

Other: N

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

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 2014**

**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, 2014, 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	9	0	15	4	0	3	34

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

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

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1755

4. As of June 30, 2014, 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
3	6	0	4	4	0	3

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
20	<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 14 budget allocation for each of these Initiatives:

Yes, \$7,300.00

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, 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 2014**

**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, 2014, 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, 2014, 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	208	0	18	18	0	5	270

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

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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?

Guidance and review with our legal counsel

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?

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  
  
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?  
  
Training by HR department
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 2014**

**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, 2014, 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, 2014, 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
30	72	0	40	16	0	12	170

3. As of June 30, 2014, 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, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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?

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?

Interpreters

**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?  
  
Training from HR department
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 2014**

**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, 2014, 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, 2014, 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	84	0	58	20	0	11	228

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

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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 of employment and interview and recommend for employment the best candidate form 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.

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?

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
- 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?
- Hiring committees are given a packet to review prior to reviewing applicant files and review with member of HR department.
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 2014**

**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, 2014, 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, 2014, 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
40	102	0	51	19	0	13	225

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 224

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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 to hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

continue to look for Asian language speaking individuals.

**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 and review with members of HR department.
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 2014**

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

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

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

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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?

Guidance and review with our legal counsel

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

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?

Interpreters

**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?  
  
Training from HR dept
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 2014**

**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, 2014, 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, 2014, 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
93	214	0	86	64	0	17	474

3. As of June 30, 2014, 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, 2014, 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
1	0	0	-1	-1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 budget allocation for each of these Initiatives:

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

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 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. Access to public transportation through NCAT/BPART, will assist the Asian student population to get to our rural campus.



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

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

Self-development training: Y

tuition waivers; CETLA workshops; staff development days; continuing education classes; elearning

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.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	14	0	15	4	0	1	40

2. As of June 30, 2014, 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
232	942	0	398	214	0	205	1991

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1951

4. As of June 30, 2014, 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
8	12	0	4	5	0	1

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

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

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

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

7. What percentage of your community college employees are union? 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 14 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?
11. Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals at your Institution.

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

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

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

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

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

Project Success: Project Success is geared for first-generation minority college students who are unfamiliar with the overall college process, but who have the desire and motivation to continue with a college education. Students must agree to be active participants in this project by following through with scheduled supportive activities. These activities are designed to help students achieve college success and to avoid being included in the high number of minority students that experience academic failure during their first year of college. Benefits of this project include:

- Tuition and book for an early start GSD 100 course (College Success)
- Early entry to JJC and help with completing the Free Application for Federal Student Aid (FAFSA) and scholarships applications

- A faculty/staff or peer member who guides student and follows their academic progress while attending the college
- Academic monitoring and referral to tutoring and other college support services (Financial aid, etc.)

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?

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

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

Project Success: Project Success is geared for first-generation minority college students who are unfamiliar with the overall college process, but who have the desire and motivation to continue with a college education. Students must agree to be active participants in this project by following through with scheduled supportive activities. These activities are designed to help students achieve college success and to avoid being included in the high number of minority students that experience academic failure during their first year of college. Benefits of this project include:

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

**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? Y
16. Is the center Director/Coordinator Asian American? N
17. Is the center Director/Coordinator fluent in any of the Asian languages or dialects? N
18. Does the center Director/Coordinator assist in the recruitment of Asian American students? Y

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? N
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? never
21. For Asian American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).  
Employees with career ladder enhancement: 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 staff, as well as administrators and other hiring personnel receive search committee training prior to serving in a hiring (or recommendation) capacity. In this training, the college's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed. As a hiring manager is preparing for a search, they consult with the HR departments Recruitment, EEO & Diversity Manager who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be re-examined or the search may be canceled. Additionally, the college has prepared a written inclusion/diversity plan which is available and shared with hiring managers and HR personnel.
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 2014**

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

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
2	4	0	1	1	0	0	8

2. As of June 30, 2014, 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
144	257	0	77	87	0	31	596

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 588

4. As of June 30, 2014, 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
1	1	0	1	1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
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 14 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?

Human Resources oversees the screening and hiring process for every staff and faculty position to maintain consistency in the process. Each screening committee is trained in the process and required to submit a confidentiality agreement. Human Resources tracks the applicant pool using Neo.gov at each stage of the screening process to ensure that a diverse pool of applicants are 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.
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 2014**

**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, 2014, 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	0	0	0	1	0	1	5

2. As of June 30, 2014, 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	389	0	118	136	0	87	831

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 826

4. As of June 30, 2014, 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
3	-1	0	-1	0	0	1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
2	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
2	<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 14 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.

Research advertising sources that will target Asian American professionals interested in higher education careers.

**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?

Professional growth and development training covers diversity issues

**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: Y  
  
Professional growth and development opportunities are provided for all employees.  
  
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?  
  
Hiring is done through the HR department.
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 2014**

**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, 2014, 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, 2014, 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	214	20	122	51	0	37	535

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 532

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

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

11	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 14 budget allocation for each of these Initiatives:

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

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

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

**List all activities your institution has undertaken that would help in the implementation of the State 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? 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
- Yes, the Access, Equity and Diversity Office is charged with creating an action plan to help inject these strategies into the workforce planning documents as well as within the student focused activities.
- Self-development training: Y
- The College provides professional development activities for all staff to continue to develop skills necessary for internal advancement.
- Other: N
- Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
- In several areas, the College employs professional development activities that are sometimes self-directed to encourage career growth. This is also part of the performance management system.
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 2014**

**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, 2014, 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
22	42	0	18	5	0	6	93

2. As of June 30, 2014, 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
262	901	0	377	182	0	110	1832

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1739

4. As of June 30, 2014, 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
2	-2	0	-2	-4	0	-1

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

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

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

7	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>
93	<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 14 budget allocation for each of these Initiatives:

Yes; Total FY14 Budget - \$210,000; Total Diversity FY14 Budget - \$68,210; African American Recruitment initiatives - \$189,000; Advertising - \$170,100; Travel - \$37,782; Clubs and memberships - \$3,750

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. Recruiting staff attend local and regional conferences, seminars, webinars, etc. to ensure compliance with legislative mandates.

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

To recruit for faculty positions, the College sends an annual email blast to more than 6,000 self-identified minorities nationwide who earned a degree within the last year. Human Resources staff attends various employment fairs designed to draw minority faculty to the college. The CLC Diversity Commission has established (college-wide) goals to 1. Infuse diversity and multiculturalism into the curriculum. 2. Recruit and retain underrepresented students, faculty, and staff. 3. Promote and increase professional development of diversity and multiculturalism with faculty and staff. 4. Open and maintain lines of communication with community groups and organizations, regarding diversity program activities. 5. Create diversity initiatives through the support of the College community. In conjunction with the Career and Placement Center, Human Resources participates in several career events to train minority community Job seekers in the higher education job search process, i.e. resume writing, interview skills.

**List all activities your institution has undertaken that would help in the implementation of the State 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 of Lake County offers a variety of multicultural programs and services. There is an international office in place where Asian students and the public have the opportunity to visit the department for retention and mentoring. Asian students also benefit from the campus club Asian Student Alliance where they have the advantage of networking with other Asian students to increase their opportunity for success at CLC.

**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: Y

Self-development training: Y

Other: Y

- The Teaching, Learning and Educational Training (TLET) Center provides training courses/services for employees to enhance job knowledge skill set. Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set.
- Career Development: The College provides an incentive for employees to continue their education and gain additional competencies. To encourage such continued career development, the College offers a compensation adjustment based on approved coursework.
- Tuition Waiver: The College allows employees and dependents to enroll tuition free in approved credit courses at the College.
- Tuition Reimbursement: The College reimburses eligible employees for courses, books, seminars, and workshops taken at accredited institutions of higher education.

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

Other: N

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 is an equal opportunity employer with a diverse workforce. The College advertises opening by using websites, publications, list serves, and email blasts that are geared toward Asian American individuals, communities, recent graduates, etc. The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO complies with all legislative mandates of the Asian American Employment Plan. Human Resources also ensure that the applicant pools are diverse for all positions including Administrative and Faculty positions before the applications are released to the search committee. If the pool is not diverse, as defined by the area Vice President, the search is reopened. Based upon voluntary applicant information, Human Resources staff assesses the diversity of each applicant pool to ensure a diverse and applicant and interview pool.

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 Americans employed by the College through exit interviews, turnover reports, and performance evaluations. Last fiscal year, the College asked employees to complete a Diversity Survey that covered minority employment issues. Note, this survey addressed issues related to all types of diversity, including but not specifically, Asian American employees.

Key Findings:

- Nearly nine in 10 college employees agree that the college is a welcoming place.
- The responses reveal the extent of diversity of faculty and staff regarding their race, age, gender identity, sexual orientation, disabilities, military experience and religious affiliation.
- Majorities of college personnel agree that the hiring practices of the college are fair.
- Large majorities agree that the college should require all personnel to participate in annual training regarding anti-discrimination policies and procedures, as well as ways to work with diverse colleagues and students.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	1	4	0	0	6

2. As of June 30, 2014, 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
100	308	19	318	93	0	36	874

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 882

4. As of June 30, 2014, 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
0	-1	-1	0	4	0	-1

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



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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
4	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
1	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
0	<u>Vietnamese</u>
1	<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 14 budget allocation for each of these Initiatives:

Included in overall 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?

Mandatory 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.

Broad recruitment efforts using on-line and additional diverse publications and 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?

Successfully hired an Asian International Studies Program director.

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

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

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

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

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

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

19. Does the community college currently employ culturally competent recruiters enabling them to communicate and interact with parents and students? Y
20. How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? full
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. Provide on and off campus staff development opportunities.
- Self-development training: Y
- The college provides self development opportunities in February and November. Employees are always encouraged to explore other opportunities in addition to the college provided activities.
- Other: N
- Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
- Staff participate in hiring committee training prior to serving as a 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.
- Utilizing EEO/recruitment form; analyzing our internal data annually.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	2	0	0	0	4

2. As of June 30, 2014, 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
151	396	0	233	73	0	19	872

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 868

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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's electronic application process is available online. All of our job openings are posted via PeopleAdmin. Our Human Resource Onboarding Specialist notifies the hire chairperson of all qualified applicants and further details any applicants who self-identify as Asian. These applicant's resumes are carefully considered. Scheduling interviews with these applicants is highly encouraged and welcome by the search committee.

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. The department has Spanish speaking Project READ tutors to work with Spanish speaking community members. The ESL program is also serving an increasing number of Asian community members. Lewis & Clark's Associate Dean for Adult Education recently met with the enrollment management staff at Southern Illinois University at Edwardsville (SIUE) to discuss how we might collaborate to expand our English as a Second Language services. In the upcoming year, the University plans to recruit international students and seeks Lewis and Clark's assistance to serve these students.

**This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statue of *State of Illinois 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 HR Specialist responsible for the employment processes is responsible for posting all postings. She then partners with the hiring committee and the hiring chair to ensure all applicants are given fair and equal consideration.
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 2014**

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

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
1	8	0	4	2	0	0	15

2. As of June 30, 2014, 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
190	418	0	280	85	0	54	1027

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1012

4. As of June 30, 2014, 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
-1	1	0	0	1	0	-1

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



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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
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>
15	<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 14 budget allocation for each of these Initiatives:

LLCC has a budget for advertising vacancies to all groups and at all levels, for fiscal year 2014 LLCC spent \$72,540. Of this amount, \$5,233 (over 7%) was spent on advertising specific to the recruitment of minorities, including Asian Americans. Additionally, LLCC has a budget of \$2,500 that is used to attend recruitment events such as career and job fairs which provide an exposure of the college to diverse individuals who may be interested in employment at LLCC.

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. LLCC does have comprehensive Screening and Interviewing Guidelines and all employees involved in screening, interviewing and hiring are required to undergo training.

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. LLCC continues to post open positions on websites specifically targeted to minorities.

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

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

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

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

LLCC offers several services and activities to all students and community members regardless of their race or ethnicity.

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

All staff members can have the regular tuition and fee costs associated with LLCC credit courses waived upon successful completion of the course. Additionally, all staff members also have access to funds of up to \$1,500 annually which can be used to attend another college/university, workshop, conference or seminar. There are two days a year the college holds a Professional Development Day. The sessions available can assist faculty and staff in developing skills that can be utilized in their work or personal lives. These educational opportunities can help staff acquire knowledge, skills and abilities that may help them qualify for other positions at the college.

Other: N

Other: N

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 2014**

**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, 2014, 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	0	1	1	1	0	10

2. As of June 30, 2014, 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
139	172	4	117	90	1	49	572

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 562

4. As of June 30, 2014, 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
0	4	1	1	1	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
7	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? If yes, provide FY 14 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?

The office of human resource staff attend professional development training and frequently meet and network with the college employment law attorneys. The College has an extensive Affirmative Action Plan that serves and the compass for all diversity initiatives.

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 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

**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: Y

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 conducts workforce utilization analysis to identify the areas in the region where diverse population reside and market job openings in these areas; HR conducts workforce utilization analysis to identify the areas in the region where diverse population reside and have increased marketing efforts within these areas; The College has an extensive Affirmative Action Plan that serves as the compass for all diversity initiatives

**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? 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? Y
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: Y

the college provides financial support for professional growth opportunities

Self-development training: Y

Other: Y

Other: Y

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

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

23. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

The College has an extensive Affirmative Action Plan that serves and the compass for all diversity initiatives

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	3	2	0	0	19

2. As of June 30, 2014, 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
142	423	0	172	79	0	1	817

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 798

4. As of June 30, 2014, 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
1	1	0	0	1	0	-2

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



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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
5	<u>Not Specified</u>

9. Does your Institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? If yes, provide FY 14 budget allocation for each of these Initiatives:

A percentage of both the Affirmative Action and Human Resources Recruitment budget was utilized to attract Asian candidates/applicants. A specific budget allocation was not designated for Asian recruitment.

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's Affirmative Action Program encompasses directives for increasing staff diversity with employment initiatives focused on attracting and recruiting minorities/Asian Americans.

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

Utilize advertising sources with a target audience of Asian American readers to increase applicant pools. Share initiative to increase Asian LSB with Search Teams and Hiring Managers and monitor search/recruitment activities and review hiring results to measure progress.

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

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

Internships: Y

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?

The College conducted research and compiled a report in 2013 - Environmental Scan. This report identifies selected demographic, economic, and educational trends and characteristics that are shaping the environment within which McHenry County College (MCC) operates. The 2013 Environmental Scan Report captured valuable data on Asians who may want access to MCC. The report was shared with the college community to utilize for strategic planning, recruitment and/or to meet student and public needs.

**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

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

Self-development training: Y

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

Other: Y

Professional Development benefit (incentives) to include a Tuition Fee Wavier to employees for MCC credit courses and Tuition Reimbursement for books, misc. fees and course work taken at other institutions is available for employees.

Other: N

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

Compliance responsibility has been assigned to accountable Human Resources Directors and all communication is directed to their attention.

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's Affirmative Action Program encompasses directives for increasing staff diversity with employment initiatives focused on attracting and recruiting minorities to include Asian Americans.

Studies and Survey: Environmental Scan 2013 Report  
[http://www.mchenry.edu/excellence/MCC\\_Environmental\\_Scan\\_2013.pdf](http://www.mchenry.edu/excellence/MCC_Environmental_Scan_2013.pdf)

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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, 2014, 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
182	770	0	345	198	0	74	1569

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1542

4. As of June 30, 2014, 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
2	2	0	2	1	0	0

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

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

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

7	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>
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 14 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 FY14 was \$3,000.00

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

The College conducts annual faculty search committee training prior to the start of the recruitment process. Search committees are composed of diverse members. There is continuous human resources involvement during the recruitment and hiring process to ensure compliance.

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

Increasing recruiting efforts within Asian American communities.

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

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

Internships: Y

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

N/A

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

The college's website includes the capability to translate information into a variety of languages to assist in the attraction of students and the public to the institution. The college also has a complied language bank available of faculty and staff members who are able to assist the public in various languages if and when needed.

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

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

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

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

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

Employees outside the tenure process are required to apply and interview for advanced employment opportunities at the College. Internal employees undergo the same process as external candidates for positions. If an internal employee is selected after the recruitment and hiring process, they are reclassified.

Self-development training: Y

Training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll to enhance their personal and professional development. The college has a required annual Learning College day dedicated specifically to development.

Other: N

N/A

Other: N

N/A

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

Human Resources 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 2014**

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

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
3	5	0	1	3	0	0	12

2. As of June 30, 2014, 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
71	283	0	17	116	0	52	539

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 527

4. As of June 30, 2014, 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
3	0	0	4	1	0	-2

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



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

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

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

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

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

9. Does your Institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? If yes, provide FY 14 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 Agreement

23. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Annual fact sheet with employee figures disaggregated by race/ethnicity

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	82	13	21	11	0	2	137

2. As of June 30, 2014, 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
161	694	72	185	147	9	79	1347

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1210

4. As of June 30, 2014, 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
-13	-6	0	-6	-10	0	-15

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 budget allocation for each of these Initiatives:

Recruitment activities are placed into general budget lines. There is no specific budget allocation set aside for the recruitment of Asian Americans. Oakton has spent \$10.395 on ads placed in a variety of diversity publications such as Diverse Issues in Higher Education, Chicago Diversity, IMDiversity, and Insight into Diversity.

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] administrators, faculty and staff.
- The College will continue to conduct national and regional searches as a means to fill all administrative and full time faculty openings.
- The College will advertise in media targeted to Hispanics. Media will include print publications and Internet postings on employment sites focused on 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.
- Clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- Have supervising administrators set clear directions and charges to each search committee.
- Monitor the activities and progress of search committees and supervising administrators.
- Maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College accept employment offers, retained by the College, and willingly assist the College in broadening the selection pool of applicants.

**List all activities your institution has undertaken that would help in the implementation of the State 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 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 of Human Resources.
23. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of Asian Americans that are bilingual and bicultural staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Asians:

- Comprise 13.5% of the District's population
- Comprise 20% of the Oakton student body
- Comprise 7.5% of the College's workforce



**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	18	0	6	2	0	1	34

2. As of June 30, 2014, 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
206	521	0	447	70	0	59	1303

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1269

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

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

11	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 14 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 ensure that all selection procedures used by the search committee comply with Parkland College policies and procedures, and with all local, state and federal laws with respect to employment practices.

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

Use social media such as LinkedIn and Facebook. Advertise employment opportunities in Hispanic and Spanish publications and resources.

**List all activities your institution has undertaken that would help in the implementation of the State 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 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, initial screenings of applicants, diversity statement for the position posted, and provide advice and counsel in carrying out the search 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 2014**

**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, 2014, 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, 2014, 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
93	432	0	138	118	0	33	814

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 800

4. As of June 30, 2014, 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
0	1	0	0	-1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
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 14 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? 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?  
  
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 2014**

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

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

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 596

4. As of June 30, 2014, 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
-1	1	0	1	-1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
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 14 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 all minority groups within our population base.

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 all full-time 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 TRIO 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. Student teacher ratio is very low. Rend Lake College also collaborates with area high schools to offer dual credit classes tuition free as a head start to a college degree with hopes that more students will be willing to start and finish a degree program.

**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 employees are encouraged to seek out self-development opportunities that would help position them for advancement opportunities. The college has also started a LEAD class to help develop employees for future leadership roles within the college.

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 2014**

**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, 2014, 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	1	0	0	3

2. As of June 30, 2014, 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
107	175	0	88	61	0	6	437

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 434

4. As of June 30, 2014, 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
-1	0	0	-1	1	0	-1

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

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

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

7	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 14 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 2014**

**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, 2014, 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	6	3	0	0	22

2. As of June 30, 2014, 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
182	316	0	146	158	0	25	827

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 805

4. As of June 30, 2014, 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
0	1	0	1	0	0	0

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

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

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

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

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

0	<u>Bangladeshi</u>
0	<u>Bhutanese</u>
0	<u>Burmese</u>
0	<u>Cambodian</u>
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 14 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?

Some of the steps our College has taken to help employ Asian Americans are: the recruiter meets with all search committee members to explain the hiring selection process along with the Colleges diversity plan. We strive to have a diverse search committee and a pool of diverse applicants for each vacant position. This is accomplished by the HR recruiter providing a list to the search committee chair of qualified self-identified Asian American applicants for review. The search committee is responsible for submitting a matrix and a job applicant summary which reflects how the committee decided on who they would interview and ultimately hire.

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 new venues that target Asian Americans to advertise our vacancies. We will work with current staff to get ideas and help with our recruitment efforts. Attend conferences and workshops on Diversity recruitment.

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

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

Internships: N

Community Linkages: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: N

Other: Y

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

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

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? 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

NA

Self-development training: Y

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

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?

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

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 2014**

**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, 2014, 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	2	0	0	0	3

2. As of June 30, 2014, 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
70	189	0	146	24	0	27	456

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 453

4. As of June 30, 2014, 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
-1	0	0	1	-1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
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 14 budget allocation for each of these Initiatives:

There is not specific budgetary line item for Asian American Employment Initiatives. All hiring situations are administered following our hiring process. Fairness and equity to all applicants is the goal.

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

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

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

Advertising job opportunities on [www.highereducationjobs.com](http://www.highereducationjobs.com) and [www.hotjobs.com](http://www.hotjobs.com). in order to connect with a more diverse population of potential candidates. At times, Affirmative Action Emails are used to help recruit a diverse applicant pool for job search. Coordinator of Minority Outreach is developing contacts and relationships with all of the 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: Y

Mentorship of a new Asian American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

See question 11.

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 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: Y
- All hiring situations are administered following our hiring process. Fairness and equity to all applicants is the goal.
- Self-development training: Y
- The college offers a variety of professional development opportunities through professional development funds for training, tuition support, conferences, association and professional memberships
- Other: N
- Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
- Human Resources regularly assesses the policies, processes and practices for continuous improvement and 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.

NA

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

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

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

2. As of June 30, 2014, 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
45	174	0	69	44	0	28	360

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 357

4. As of June 30, 2014, 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
2	1	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 budget allocation for each of these Initiatives:

Recruitment of Asian American faculty, administrators, or any level of job category is included in our FY14 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?

The human resources staff members receive training for 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.

The College will purchase advertising to reach minority groups to attempt 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 the necessary information to ease the transition process into the College. SVCC is currently working on a strategic enrollment plan.

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

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

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 compliance 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 2014**

**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, 2014, 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, 2014, 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	142	0	54	25	0	3	277

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 277

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 budget allocation for each of these Initiatives:

Our institution shares the advertisement of all open positions across all departmental lines. Funds are budgeted for the recruitment of all positions, not minority specific. The human resource officer forwards vacancy notices to the placement offices of institutions with high minority enrollments. Therefore the budget does cover the cost associated with this outreach.

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

The college maintains an affirmative action plan and a minority recruitment and retention document that is shared with administrators/staff who have a part in the college's hiring process. Goals have been developed in an attempt to increase employment opportunities for minority groups within specific job categories. The EEOC/Affirmative Action Officer and some administrators attend regional and national diversity conferences and training sessions addressing recruitment of all minority groups. Diversity training is also incorporated into the monthly HR newsletter for the purpose of reminding staff to be attentive to diversity issues. The human resource office subscribes to Diversity Healthworks emails, is a member of IL-CUPA and SHRM which provides access to diversity training materials.

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

**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?

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  
  
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?  
  
n/a
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 2014**

**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, 2014, 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	0	2	0	0	0	9

2. As of June 30, 2014, 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	424	0	130	76	0	29	788

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 779

4. As of June 30, 2014, 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
1	0	0	0	-1	0	-1

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

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

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

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

7. What percentage of your community college employees are union? 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 14 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 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.

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. South Suburban College also offers tuition waivers and tuition reimbursement.  
  
Other: N  
  
Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?  
  
South Suburban College 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 2014**

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

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

2. As of June 30, 2014, 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
58	110	0	47	36	0	14	265

3. As of June 30, 2014, 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, 2014, 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
1	2	0	0	0	0	0

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

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

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

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

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

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

9. Does your Institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? If yes, provide FY 14 budget allocation for each of these Initiatives:

Despite experiencing reductions and late payments in state appropriations, Southeastern Illinois College recruitment practices are committed to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Allocations for 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. In 2014 a Leadership program was initiated at SIC whereby directors and those in a position of leadership engaged in a training program each month. At one of the training events, we focused on recruitment and hiring and our efforts to create a more diverse workforce.

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: 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 do not anticipate a large amount of Asian/Pacific Islander student influx due to the fact that our community college district has less than 0.2% population in that category.

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

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

All job postings are sent to the full faculty/staff list which includes non tenure-track employees. They will receive these postings before the general public sees them in print/online ads, etc. SIC has a history of promoting from within and encourages qualified and interested internal applicants to apply for new positions or request in writing a transfer or promotion, as per board policy.

Self-development training: Y

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 2014**

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

Tenured Faculty/ Executive/ Administrative	Non-Tenured Faculty/ Adjunct Faculty	Administrative Staff/ Technicians	Professional Staff/ Protective Service Workers	Office & Clerical/Para-professionals	Skilled Craft Workers	Service Maintenance	Total
2	12	0	8	1	0	0	23

2. As of June 30, 2014, 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
156	913	0	609	54	0	124	1856

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1833

4. As of June 30, 2014, 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
0	0	0	0	1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
23	<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 14 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?

SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job.

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?

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

Self-development training: Y

SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job.

Other: N

Other: N

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

H.R. runs an analysis of each applicant pool recruited for full-time positions to ensure that we have reached minority candidates. The search is not closed until we have ensured a successful search effort.

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 2014**

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

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

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 230

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 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 college 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

NA

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2014**

**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, 2014, 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	20	3	4	4	0	0	39

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

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

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1357

4. As of June 30, 2014, 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
0	0	0	0	0	0	0

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
39	<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 14 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?

N/A

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

1. Increased usage of Asian American focused job boards

2. Increased usage of Affirmative Action / EEO listserves

3. Employee ambassadors

**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?

1. Increased attempts to recruit bilingual personnel

**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
- 1. Annual evaluations with recommended areas for improvement
  - 2. Tuition reimbursement benefit
  - 3. Tuition waiver benefit
  - 4. Professional Development Center
- Self-development training: Y
- 1. Tuition reimbursement benefit
  - 2. Tuition waiver benefit
  - 3. Professional Development Center
- Other: N
- Other: N
22. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?
- N/A
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 2014**

**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, 2014, 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	28	0	3	4	0	0	44

2. As of June 30, 2014, 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
181	672	0	387	184	0	78	1502

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 1458

4. As of June 30, 2014, 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
1	0	0	-2	-1	0	-3

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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 14 budget allocation for each of these Initiatives:

There is no budget specifically for recruitment 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/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? 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

Multiple professional development training opportunities for faculty and staff, provided by our training department.

Other: Y

New Faculty Learning Academy- a training program for 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 2014**

**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, 2014, 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, 2014, 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	181	0	56	56	0	15	387

3. As of June 30, 2014, provide total number of **institutional employees** that are not Asian American; include all full-time, part-time and LOA's: 384

4. As of June 30, 2014, 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
-1	1	0	1	-1	0	-1

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

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

6. As of June 30, 2014, provide the number of faculty that separated or left the community college (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>
1	<u>Chinese</u>
0	<u>Filipino</u>
0	<u>Hmong</u>
0	<u>Indian</u>
0	<u>Indonesian</u>
0	<u>Japanese</u>
0	<u>Korean</u>
0	<u>Laotian</u>
0	<u>Malaysian</u>
0	<u>Maldivian</u>
0	<u>Mongolian</u>
0	<u>Nepalese</u>
0	<u>Okinawan</u>
0	<u>Pakistani</u>
0	<u>Singaporean</u>
0	<u>Sri Lankan</u>
0	<u>Taiwanese</u>
0	<u>Thai</u>
1	<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 14 budget allocation for each of these Initiatives:

JWCC does not provide specific budget allocations for recruitment of Asian American faculty, administrators, or any level job category.

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

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

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

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

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

Internships: N

Community Linkages: N

Mentorship of a new Asian American Faculty: N

Staff Employment Recruitment Plan: N

Other: Y

Employment incentives such as benefits, paid time off, and tuition waivers are received by all regular employees regardless of race or ethnicity.

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?

There is currently not increasing numbers and need of Asian language speaking students and public wanting to access the institution. A plan to meet an increase will be developed when the increase is anticipated.

**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 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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