

# **ILLINOIS COMMUNITY COLLEGE SYSTEM**

## **ASIAN AMERICAN**

### **EMPLOYMENT PLAN REPORT**



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## INTRODUCTION

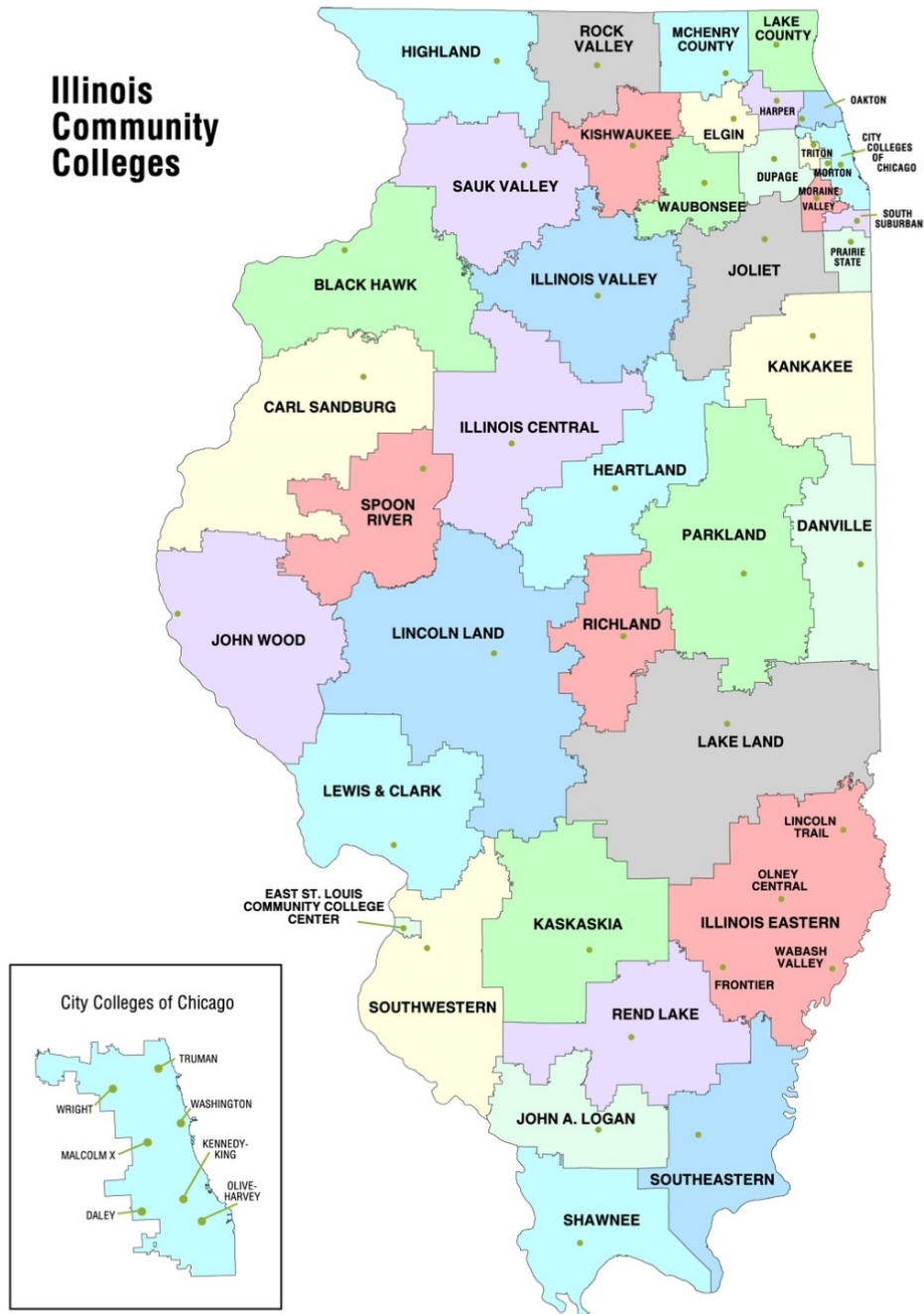
The enclosed materials contain fiscal year 2016 (July 1, 2015 through June 30, 2016) responses from Illinois' public Community College System to the *Asian American Employment Plan Survey* (HB4510/P.A. 97-0856 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=097-0856&GA=97>). The legislation 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 2016 is the fifth 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 [https://www.iccb.org/data/?page\\_id=33](https://www.iccb.org/data/?page_id=33). 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 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 at local community colleges.

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

## MAP OF ILLINOIS COMMUNITY COLLEGES

### Illinois Community Colleges



## DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the racial/ethnic composition of the State of Illinois' population, students enrolled in community college credit programs, graduates, and college faculty and staff. Illinois census data are provided to offer an external reference point for reviewing Illinois Community College System information. Community college demographic data on credit students and completers are gathered from the colleges through the Annual Enrollment and Completion (A1 and A2) submissions. Analyses are included about the racial/ethnic distribution of community college credit students for selected broad program areas (PCS). Staffing data referenced in the following pages are from the Annual Faculty, Staff, and Salary submission (C3).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2015.

**State of Illinois' Racial/Ethnic Distribution** – State census data and population estimates show that Illinois' population was nearly 12.86 million in 2015 compared to 12.83 million in 2010 and 12.42 million in 2000. (<http://www.census.gov/census2000/states/il.html>, [http://www.census.gov/ 2010census](http://www.census.gov/2010census) Select Illinois, and 2016 Index of Need, Table 1 <https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeed Tables 2016.pdf>) These Illinois census data and population estimates indicate that the state's population grew 3.5 percent between 2000 and 2015. Illinois' 2015 census estimate shows that

Whites/Caucasians remained the largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2015, as the percent of Caucasians decreased from 73.5 percent to 70.5 percent of the population. (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2016 Index of Need, Table 1 <https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables 2016.pdf>)

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2015 census data. The 2015 census data showed that 1.9 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race\*\*" column in Table 1 below. The question on Hispanic ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,175,116 in 2015 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2016 Index of Need, Table 1 <https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables 2016.pdf>).

Illinois' largest minority group in 2000 was African American and in 2015 was Hispanic. Compared to 2000, African American counts in 2015 decreased from 15.1 percent to 14.7 percent, whereas Asian American counts increased from 3.4 percent to 5.6 percent, Native American from 0.2 percent to 0.6 percent, and Hispanic counts from 12.3 percent to 16.9 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 *** (Duplicated)</b>
<b>2000</b>	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
<b>2010</b>	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
<b>2015</b>	70.5%	14.7%	5.6%	0.6%	8.6%	16.9%

\*Includes Pacific Islander

\*\*Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 & 2010 and 2016 Index of Need, Table 1.

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

Overall in fiscal year 2016, minority students accounted for 43.1 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications were aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2016 data show that minority representation was similar to the prior year (fiscal year 2015 = 41.4 percent). Fiscal year 2016 results are above the five-year average (41.0 percent). Students identifying themselves as Hispanic students – 120,494 in fiscal year 2016 – accounted for the largest number of minority enrollments this year. African American students – 81,478 in fiscal year 2016 – constitute the second largest minority group in the latest data. Asian American students – 26,357 in fiscal year 2016 – constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2016 proportionate representation by Hispanic students was higher by nearly two percentage points in comparison to the prior year (21.2 percent in fiscal year 2016 versus 19.6 percent in fiscal year 2015). 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 2016 African American student proportional representation was lower in comparison to the prior year (14.4 percent in fiscal year 2016 versus 15.8 percent in fiscal year 2015). Over the longer term – over the past five years – a decrease in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander (-68.9 percent), Native American (-47.3 percent), African American (-30.5 percent), and Asian American (-14.7 percent), while an increase was noted among students identifying themselves as Non-Resident Alien (113.3 percent) and Hispanic (6.9 percent).

Asian American students – 26,357 in fiscal year 2016 – constitute the third largest minority group enrolled in the Illinois Community College System.

Student racial/ethnic representation varies across broad program areas (PCS). Table 2 contains information about the racial/ethnic distribution of Adult Education (ABE/ASE) and English-as-a-Second Language (ESL) enrollments. Minority students accounted for over three-fourths (76.0 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2016, Hispanic students accounted for over forty percent of adult education enrollments and African American students for over one-fourth of those enrollments (43.4 percent and 27.6 percent, respectively). Additionally, minority students accounted for more than eight out of every ten (83.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2016. Hispanic students accounted for nearly two-thirds (65.2 percent) of the community college ESL students, followed by Asian American students (11.6 percent) and African American students (5.0 percent).

<b>Table 2</b> <b>Fiscal Year 2016 Minority Students Enrolled in Adult Education (ABE/ASE)</b> <b>and English-as-a-Second Language (ESL)</b>								
<b>Program</b>	<b>African American</b>	<b>Hispanic</b>	<b>Asian American</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Two or More Races</b>	<b>Minority Subtotal</b>
<b>ABE/ASE %</b>	<b>27.6%</b>	<b>43.4%</b>	<b>3.6%</b>	<b>0.2%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>76.0%</b>
<b>Number</b>	<b>10,001</b>	<b>15,735</b>	<b>1,310</b>	<b>73</b>	<b>110</b>	<b>44</b>	<b>262</b>	<b>27,535</b>
<b>ESL %</b>	<b>5.0%</b>	<b>65.2%</b>	<b>11.6%</b>	<b>1.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>83.2%</b>
<b>Number</b>	<b>1,521</b>	<b>20,000</b>	<b>3,555</b>	<b>301</b>	<b>23</b>	<b>38</b>	<b>60</b>	<b>25,498</b>

**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 2016, minorities comprised about four out of every ten (41.1 percent) Baccalaureate/Transfer enrollees. An examination of each minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (19.1 percent), followed by African American students (13.4 percent), Asian American students (5.0

percent), students of Two or More Races (2.5 percent), Nonresident Alien students (0.6 percent), Native American students (0.3 percent), and Pacific Islander students (0.2 percent). Table 3 also shows that one-third of students enrolled in career and technical programs were members of a minority group (33.4 percent). Hispanic students had the highest representation among minorities in Career/Technical programs and accounted for 14.2 percent of the population. African American students had the second largest Career/Technical program enrollment (13.1 percent), followed by Asian American students (3.6 percent), students of Two or More Races (1.6 percent), Nonresident Alien students (0.4 percent), Native American students (0.3 percent), and Pacific Islander students (0.2 percent).

<b>Table 3</b> <b>Fiscal Year 2016 Minority Students Enrolled in</b> <b>Baccalaureate Transfer and Career and Technical Programs</b>								
<b>Program</b>	<b>African American</b>	<b>Hispanic</b>	<b>Asian American</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Two or More Races</b>	<b>Minority Subtotal</b>
<b>Bacc./Transfer %</b>	<b>13.4%</b>	<b>19.1%</b>	<b>5.0%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>2.5%</b>	<b>41.1%</b>
<b>Number</b>	<b>37,280</b>	<b>53,159</b>	<b>13,987</b>	<b>1,752</b>	<b>744</b>	<b>418</b>	<b>6,976</b>	<b>114,316</b>
<b>Career/Tech. %</b>	<b>13.1%</b>	<b>14.2%</b>	<b>3.6%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>1.6%</b>	<b>33.4%</b>
<b>Number</b>	<b>19,895</b>	<b>21,654</b>	<b>5,476</b>	<b>583</b>	<b>425</b>	<b>234</b>	<b>2,496</b>	<b>50,763</b>

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

Table 5 shows that in fiscal year 2016, minority faculty and staff accounted for 17.7 percent of tenured faculty/officials and managers (a 0.5 percent increase from fiscal year 2015), 15.3 percent of non-tenured faculty (a 5.0 percent decrease from fiscal year 2015), 27.9 percent of professional staff/protective service workers (a 3.8 percent increase from fiscal year 2015), 29.7 percent of office and clerical/para-professionals (a 7.8 percent decrease from fiscal year 2015), and 41.8 percent of service maintenance employees (a 3.5 percent decrease from fiscal year 2015).

<b>Table 4</b> <b>Fiscal Year 2016 Minority Faculty and Staff at Illinois Community Colleges</b>					
	<b>Tenured Faculty/ Officials &amp; Managers</b>	<b>Non- tenured Faculty</b>	<b>Professional Staff/ Protective Service Workers</b>	<b>Office and Clerical/ Para- professionals</b>	<b>Service Maintenance</b>
<b>African American %</b>	<b>9.9%</b>	<b>7.6%</b>	<b>15.5%</b>	<b>15.1%</b>	<b>24.8%</b>
<b>Number</b>	<b>624*</b>	<b>1,298*</b>	<b>1,511*</b>	<b>641*</b>	<b>710*</b>
<b>Hispanic %</b>	<b>3.7%</b>	<b>3.5%</b>	<b>8.5%</b>	<b>11.5%</b>	<b>15.3%</b>
<b>Number</b>	<b>232*</b>	<b>599*</b>	<b>827*</b>	<b>488*</b>	<b>439</b>
<b>Asian American %</b>	<b>3.8%</b>	<b>3.8%</b>	<b>3.5%</b>	<b>2.7%</b>	<b>1.0%</b>
<b>Number</b>	<b>237</b>	<b>656*</b>	<b>341*</b>	<b>114</b>	<b>30</b>
<b>Native American %</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.5%</b>
<b>Number</b>	<b>16*</b>	<b>34*</b>	<b>27</b>	<b>12</b>	<b>14</b>
<b>Non-Resident Alien %</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Number</b>	<b>0</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Pacific Islander %</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.1%</b>
<b>Number</b>	<b>5</b>	<b>14</b>	<b>18</b>	<b>5</b>	<b>3</b>
<b>Minority Subtotal %</b>	<b>17.7%</b>	<b>15.3%</b>	<b>27.9%</b>	<b>29.7%</b>	<b>41.8%</b>
<b>Number</b>	<b>1,114*</b>	<b>2,616*</b>	<b>2,726*</b>	<b>1,260*</b>	<b>1,196*</b>

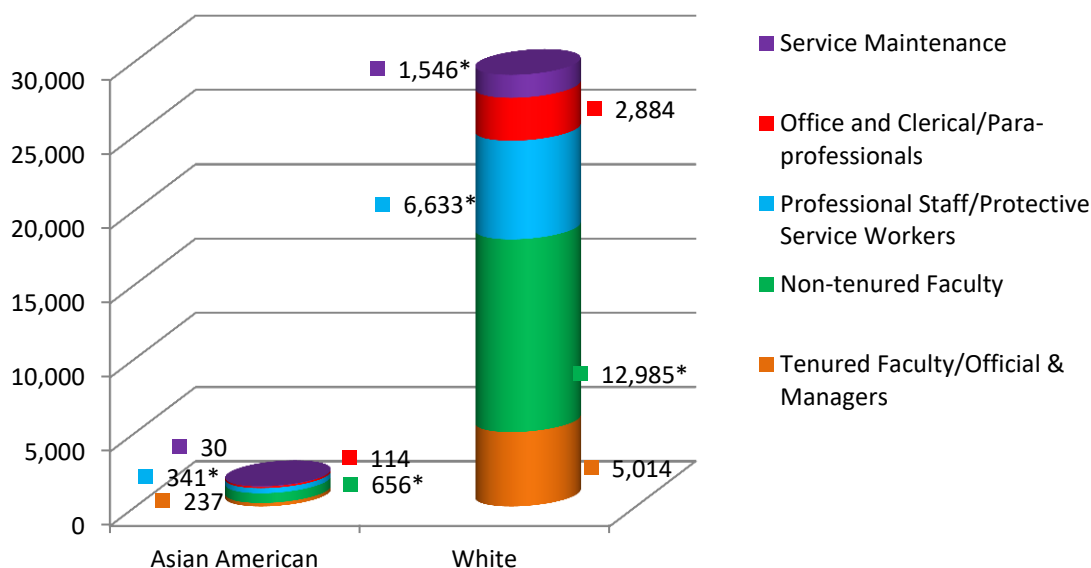
\*includes revised college figures

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



In fiscal year 2016, Asian American faculty and staff accounted for 3.8 percent of tenured faculty/officials and managers, 3.8 percent of non-tenured faculty, 3.5 percent of professional staff/protective service workers, 2.7 percent of office and clerical/para-professionals, and 1.0 percent of service maintenance employees. Figure 1 shows the Asian American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2016.

**Figure 1**  
**Comparison of Asian American Employees to White Employees at Illinois Community Colleges**  
**Fiscal Year 2016**



\*includes revised college figures

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

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

An important component of the Asian American Employment Plan Report is identifying the Community College District Utilization Rate for Asian American employees. It was calculated as each college's percentage of overall Asian American district population (16 years and older) minus the percentage of Asian American faculty and 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. A negative utilization rate demonstrates underrepresentation of Asian Americans in the workforce. Please see Table 5, Table 6, and Table 7 for detailed information.

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.

## **ASIAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS**

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	6	2	0	0

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

The college maintains an affirmative action plan that lists specific goals to focus on recruitment plans targeting minority populations. In comparison to the local area, this group is not listed as underutilized at Black Hawk.

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

If we were focusing on increasing this number I would focus on recruiting in Asian American focused sources.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

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

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.

I do not have this data.

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

No

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

No

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

I do not have this data.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Carl Sandburg College does not have a specific budgetary line item for Asian American Employment Initiatives. All hiring situations are administered following our hiring process. Fairness and equity to all applicants is our standard.

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

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

The objective of increased employment diversity at Carl Sandburg College is strategic, not compliance-oriented. As such, one of the stated beliefs of the College is that the educational experience is enriched through diversity in its people, curricula, and environment. The Diversity Statement states that “Carl Sandburg College is a community of lifelong learners that welcomes, values, and respects diversity. The College fosters a climate of mutual respect that celebrates diversity by embracing our similarities as well as our differences. We demonstrate this commitment by serving students, faculty, staff, and community members with fairness and equality.” To that end one of the main focal points of the College is a caring environment. Our objectives are to (1) Shape an environment that recognizes the need for diversity, (2) Create opportunities for all within the College community to interact with understanding, tolerance, and respect for others and (3) Promote sensitivity to individual needs and aspirations of those throughout the College community. We work to meet these objectives through continuous review and improvement of our policies, processes and practices. As such, Carl Sandburg College is compliant with all legal requirements for postings, policies, reporting, and officerships.

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

Carl Sandburg College advertises to recruit applications for new and vacant positions. Reviews of all employment processes for compliance and improvement opportunities are routinely conducted. Continued use of employment software and advertisement of job opportunities on Diversejobs.net promote connection with a more diverse population of potential candidates. A diversity policy enhancement and specific training in planning of initiatives continues.

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

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

**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 of the initiative(s).**

<b>Employees with career ladder enhancement</b>	Yes
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**Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)**

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

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

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

<b>Are there other initiatives in place to help provide for promotion of Asian American employees to report for your institution?</b>	Yes
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**Please provide additional information regarding related initiatives to help provide for promotion of Asian American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)**

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

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

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

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

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

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

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

No

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

Yes

**How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE**

Full-Time

**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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Harold Washington College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Harold Washington College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Harold Washington College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Truman College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Truman College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

No

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Kennedy-King College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Kennedy-King College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Kennedy-King College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	10	0	4	0

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union? More than 50%

Does your institution provide budget allocations specifically for the recruitment of Asian American faculty, administrators, or any level job category? No

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

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

Malcom X College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Malcolm X College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Malcolm X College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Olive-Harvey College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Olive-Harvey is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Olive-Harvey strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Daley College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Daley College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Daley College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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



- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

No

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

Yes

How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE

Never

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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Wright College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College is consistently striving to better measure Asian employment, work closely with Asian organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Wright College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

- To increase the Asian teaching/administrative staff and bilingual employees at our Institution we recommend:
- Continuing to recruit and employ diverse employees that best represent the needs of our student population
  - Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
  - Interviewing candidates with a diverse panel
  - Continued community involvement in the form of language classes and conversation tables
  - Open, frequent discussions between bilingual students and staff to increase engagement

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

- Many departments provide professional development.
- All FT employees are able to take classes offered at any of City College's locations.
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

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

- We are an equal opportunity employer and our recruitment efforts are clear and consistent to ensure a diverse candidate pool for each opening. We strictly enforce our EEO policy, prohibiting discrimination of all legally protected categories.

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

**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 availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center representatives available daily to assist any members of the public or interested students and parents

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	24	1	1	0

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The College of DuPage requires Diversity Training for all search committee members, supervisor and managers. Additionally, the College's Board of Trustees requires the Human Resources department monitor the diversity of the candidate pool on any external search and at the interview stage. Based on the results of each external search, we do additional advertising specifically focused on the minority communities if necessary

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

The College of DuPage participates in Diversity Job Fairs and targets diversity job seekers through several methods. Annually we attend the Indo-American Community Services career fair. Another method is increasing posting at diversity oriented specialty websites for example, [minorityfinancejobs.com](http://minorityfinancejobs.com) and [Asiansinhighered.com](http://Asiansinhighered.com). In addition, we post every position on [diversityjobs.com](http://diversityjobs.com) which reaches multiple diversity oriented web sites.

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

Community Linkages  
Staff Employment Recruitment Plan

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 of the initiative(s).

Employees with career ladder enhancement No

Self-development training No

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

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

Employee development funds are made available for employee to develop professional skills

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

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

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

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

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

No

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

	YES	NO
Is the center Director/Coordinator Asian American?	-	✓
Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	-	✓
Does the center Director/Coordinator assist in the recruitment of Asian American students?	-	✓

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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. <http://cod.edu/about/humanresources/pdf/affirmative.pdf>



**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	15	0	1	0

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The College of Lake County has a total annual budget for all employees. The College's Diversity Council budget for FY16 was \$40,000. The HR recruitment budget for FY16 was \$180,000 and 25-30% of that was spent on diverse hiring initiatives.

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

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

The College has policies and procedures to ensure that the institution is an equal opportunity employer. Recruiters in Human Resource to take a more hands on approach with prescreening applications and tracking the applicant pool at each stage of the screening process to ensure that a diverse pool of applicants is considered. This process ensures that the pool is truly diverse and allows an opportunity for all those with required skill sets to have an opportunity for advancement within our staffing system. Use of employment tests are regularly reviewed for validity and reliability.

Recruiting staff attend local and regional conferences, seminars, webinars, etc. to ensure compliance with legislative mandates effecting recruitment, employment, and promotion of highly qualified Asian Americans.

To ensure that all administrative employees responsible for hiring, interviewing, recruitment, and EEO officially comply with all legislative mandates of the Asian American Employment Plan, we train several employees throughout the College to serve as EEO representatives on search committees. EEO representatives participate in initial screenings of applicants in accordance with the college diversity statement and provide advice and counsel for the search process. Human Resources also ensure that the applicant pools are diverse for all positions within the College. If the pools are not diverse as defined by the area of the Provost and Human Resources, the search will be reopened.

The College trains hiring managers on uniform guidelines on employee selection, hidden bias and overall legal hiring processes.

**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. The College also targets diversity websites to post career opportunities. We will continue to look for more diverse sites to advertise our vacant positions; increase usage of Asian American focus job boards and Affirmative Action /EEO list serves. We will continue our efforts to directly market to the Asian American population both nationally and locally to help increase our Asian American employment recruitment efforts. Review and update the College's applicant tracking website to continue to create a more welcoming environment and to encourage individuals from Asian American groups to apply. We continue hands on involvement with monitoring for diverse pools, and more hands on involvement with adjunct recruitment.

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

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

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

**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 of the initiative(s).**

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

The College provides opportunities for professional development through our Teaching, Learning, and Educational Training Center, Career Development, Tuition Reimbursement and the implementation of a Professional/Leadership Immersion Program in FY18.

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

Staff Development Week Training, online training through Global Compliance Network, Teaching, Learning, and Educational Training Center, career development programs, and reimbursement for professional conferences/seminars and certifications.

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

Yes

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

Professional Partnership and Employee Advocates Program serves as a resource for employees. The College provides tuition assistance for college coursework, conferences/seminars for employee professional development towards promotional opportunities.

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

The College's policies, procedures and required hiring process training program take into consideration an outreach and effort that deliberately focuses on increasing and maintaining the diversity support within the organization.

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

**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 is actively reaching out to all potential students in our county and assisting them with enrolling into the program that best fits their needs. We continue to implement comprehension strategies for increasing and retaining Asian American Students. We partner with local high schools and community partners. Our new Welcome and One Stop Center consolidates all major student services functions making it easier for students to get registration and financial assistance.

The Coaching for Academic Success department, launched in FY15, is part of the organizational structure. This program conducts proactive outreach to ensure students are prepared to progress through their academic coursework. Major goals include assisting students in removing barriers to completion, serving as a resource expert for students to connect them to the appropriate service or department, and collaborating with faculty and student development personnel to identify strategies for assisting students. The Coaching for Academic Success department saw growth in the program's support of students in developmental education math and English courses.

The College has a Multicultural Student Center. The mission of the Multicultural Student Center is to provide programs and services to encourage educational, personal, social and cultural growth among the College of Lake County's diverse student population.

The Multicultural Student Center currently supports seven Multicultural Student Clubs (Asian Student Alliance, International Club, Pride Alliance, Muslim Student Association) and two student organizations (Men of Vision and Sister 2 Sister)

The Center provides a variety of activities and services in addition to encouragement to help students from all backgrounds succeed and feel welcome at the College of Lake County.

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

Yes

**If the previous response indicated the 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? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)**

Yes

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

	YES	NO
Is the center Director/Coordinator Asian American?	-	✓
Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	-	✓
Does the center Director/Coordinator assist in the recruitment of Asian American students?	✓	-

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

Yes

How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE

Quarter-Time

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 started with the Employee Diversity survey in 2013, which lead to the College administering an in-house Employee Climate survey for the first time in 2016 as part of its efforts toward continuous quality improvement.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

Advertising in diverse venues such as diversityjobs.com

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

Community Linkages

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are encouraged to continue their higher education training and participate in employee development programs.

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

No

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

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

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

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.

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

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

No

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

No

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

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

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	237	444	7	25

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

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

**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.

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

None / Not applicable

**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 of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Continuous professional development classes offered to employees
- Professional Development funds offered to employees to use towards any forms of professional development such as classes, training, conferences and more
- Tuition Reimbursement

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

Yes

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

ECC is currently developing strategies to create a Multi-Cultural Center. Through the success of this effort, ECC will continue to employ the strategies for diversifying the staff to reflect the population it serves.

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.

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

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.

ECC is currently developing strategies to create a Multi-Cultural Center. Through the success of this effort, ECC will continue to employ the strategies for diversifying the staff to reflect the population it serves.

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

No

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

	YES	NO
Is the center Director/Coordinator Asian American?	-	✓
Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	-	✓
Does the center Director/Coordinator assist in the recruitment of Asian American students?	-	✓

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? Yes

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	14
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$12,069 was targeted for recruiting multiple diverse populations, including Asian-Americans that are considered underrepresented in the academic workforce.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (EEO) are complying with legislative mandates for the 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, Special Assistant to the President for Diversity and Inclusion and Chief Human Resources Officer. Regular reviews of all hiring practices to ensure compliance with Federal and State laws.

**Please provide recommendations for increasing the number of 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.

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

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

**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 of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

Asian-American faculty and staff are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line courses and workshops are available for faculty to develop skills.

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

No

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

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

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

**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.**

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

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

College employs Special Assistant to the President for Diversity and Inclusion who is responsible for analyzing, recommending and collaborating with other College constituencies to expand and improve diversity and inclusion initiatives.

Encouraging development and organization of on-campus Employee Resource Groups (ERG) to assist the college in creating an environment and culture that is welcoming and supportive of all employees but particularly those individuals who are members of historically underrepresented populations.

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

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

Institutional Effectiveness Measures (IEM) for Diversity "bench-marked" against the year-over-year progress in diversification at Harper College." Diversity IEM measures are as follows:

1. Measure: Percentage of diverse new hires each year by employee group, with particular focus on full-time administrators and faculty.

Target: Percentage equivalent to, or exceeding, the percentage of ethnically and racially diverse district residents.

2. Measure: Percentage of underrepresented employees who separate from the college through voluntary resignations.

Target: Percentage of underrepresented employees who separate from the college should be consistent with, or less than, each year's overall employee separation rate.

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

No

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

Yes

**How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE**

Full-Time

**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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The College provides a budget allocation for recruitment advertising. Due to the relatively minimal number of full-time positions for which the College recruited, \$500 was spent on social media advertising that included diversity-focused outlets.

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

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

The College has always had comprehensive hiring guidelines that inform processes related to hiring, interview, recruitment, and EEO. Employees involved in these processes are required to complete an online training.

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 strive to ensure that information about employment opportunities is reaching Asian American populations. As appropriate this may include advertising on diversity-oriented online job boards and utilizing diversity/inclusion email distribution lists.

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

Community Linkages

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Professional development offerings and opportunities include seminars, workshops, trainings, webinars/conferences; professional publications; professional association memberships; sabbaticals; tuition support; etc.

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

No

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

N/A

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



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.

The College utilizes a specialized support team to assist international students, including those who are Asian language speaking.

The Chinese Students Association aims to create an academic and interactive social environment for Chinese students and others interested in Chinese culture to engage and share their experiences. Programming includes events that showcase Chinese culture and tradition.

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

No

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

Yes

How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE

Half-Time

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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

HR staff is trained on comprehensive search and hiring guidelines within state and federal mandates and Highland's Affirmative Action Plan.

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, nor have we seen the increased need for Asian language speaking bilinguals at our institution.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Workshops, online training, 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 classes/degrees.

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

No

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

A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview and selection of position candidates. HR provides training to each search committee prior to the commencement of a search.

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

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.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	14	12	0	1

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

We have a strong Affirmative Action Plan giving the institution guidance on employment and retention goals. Both offices work together to ensure the institutions sourcing, interviewing, and selection is based on non-bias factors. Meetings are held frequently and the departments have a shared goal.

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

- (A) Introducing Faculty Fellows program
- (B) Diversification of HLC qualified minority candidates in recruitment pools
- (C) Providing training of hiring committees to ensure non-bias selection

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

Internships  
Community Linkages  
Mentorship of a new Asian American Faculty

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 of the initiative(s).

Employees with career ladder enhancement Yes

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

All employees are eligible for promotion through our open job posting system. Employees have annual career discussions with supervisors.

Self-development training Yes

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

ICC offers various online and classroom development opportunities that would prepare staff for promotion.

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

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

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

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

Through the quality review and monitoring practices within Human Resources.

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

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.

(A) Early College in both CTE and General Education Programming

(B) Increase the number of Early College opportunities for students in under served dual credit schools

(C) Increase the number of strong start agreements across the school districts served by ICC

In addition, we have ESL and Pre ESL instruction classes.

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

No

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

Yes

How much time are Asian American recruiters utilized to address the needs of Asian American students or their parents in their native language? NOTE: THIS ITEM ONLY REQUIRES RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE

Never

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 Diversity Inclusion Committee monitors and maintains survey results in conjunction with our Vice President of Diversity. 2015-2016 survey results will be ready after the survey submission.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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



na

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training with the HR department

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

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

na

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review by our legal counsel

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

na

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training by the HR department

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

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

na

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review by our legal counsel

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

na

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training with HR department

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

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

na

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review by our legal counsel

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

na

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training by the HR department

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

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

na

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

na

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training with the HR department

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

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

na

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (EEO) are complying with legislative mandates for the 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. We also "reach" further down the scoring sheet, when possible, to include minorities in our interview pool.

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.

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

Mentorship of a new Asian American Faculty

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

tuition waivers  
continuing education classes  
job shadow program  
e-Learning  
faculty development days  
CETLA workshops

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

No

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

All 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.

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

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.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	35
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Board established Employment Services Committee led by Human Resources and monitored by College Legal Counsel. Continual review of policies and practices to ensure the college acts in alignment with state and federal employment laws.

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

Continue to review and update district workforce utilization analysis and target recruitment to satisfy identified underutilized job categories.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Release Time

Wellness Program

Tuition Waivers

Financial Incentives for Educational Growth

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

No

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

Hiring Com Meetings/Diversity Com Meetings/Stand Alone EEOC meetings with College Legal Council and mandatory Orientation prior to each hire.

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

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 review and update district workforce utilization analysis and target recruitment to satisfy identified underutilized job categories.

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

No

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

N/A

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

Comprehensive Affirmative Action Plan posted on-line via [jalc.edu](http://jalc.edu)

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

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

Self-development training

Yes

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

All regular employees are eligible to participate in any inservices, workshops and training held for employees, and are eligible to participate in tuition waivers for JWCC classes.

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

Yes

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

All employees are encouraged to apply for any open positions, although some positions may be unlikely due to qualifications of education and experience.

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

\* HR oversees all hiring and promotion interview and selection processes.

\* HR ensures EEO standards are followed.

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

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

\* JWCC does not currently have increasing numbers and need of Asian languages speaking students and public that may want access to the institution.

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

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

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

No

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

No

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

\* There are no studies or surveys specific to Asian American bilingual and bicultural staff. There are surveys of all staff, and student evaluations are conducted for all faculty.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	195	0	8	0

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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



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.

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

Internships  
Community Linkages  
Mentorship of a new Asian American Faculty

**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 of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

**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 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.

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

No

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

No

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

not available

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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 of the initiative(s).

Employees with career ladder enhancement No

Self-development training No

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

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

A structured hiring and promotion process is overseen by KCC's Department of Human Resources.

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

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.

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

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

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	19
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Hiring is done through the HR Department.

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.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

Yes

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

Professional development opportunities are provided for all employees.

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

Hiring is done through the HR Department with use of diverse search committees.

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

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.

Increasing access for all students and public is an ongoing effort.

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

No

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

N/A

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

None.



**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

We consistently use publications and job boards that appeal to diverse audience of candidates.

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

Community Linkages  
Staff Employment Recruitment Plan

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

The College is developing a Leadership Development Program and Supervisor Training sessions.

92

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

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 has a strong focus on diversity and inclusion. We have two individuals on staff, spending time in the Learning Skills Center as ESL Specialists able to speak French.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Included in the overall recruitment budget

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

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

## Required Hiring Committee/EEO Training

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 diverse recruitment venues

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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 currently have an Asian American Director of International Studies to recruit and assist students, parents, and the public.

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 data annually.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	10	12	0	1

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

The College continues to focus on increasing representation of Asians. All of the College's job openings are posted via PeopleAdmin. Our Human Resource Recruitment Specialist notifies the hiring committee chairperson of all qualified applicants and further details any applicants who self-identify as Asian. These applicants resumes are carefully considered in each case by the Specialist. Scheduling interviews with these applicants is highly encouraged and welcomed by the search committee.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

The HR Recruitment Specialist is responsible for publishing all open postings to the College website. She then partners with the hiring committee and the hiring chairperson to ensure all applicants are given fair and equal consideration.

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

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.

- New Minority Family Orientation – January 21, 2017, Lewis and Clark held the first Minority Family Orientation over 60 students and their families attended the event. Five staff and faculty talked about support services for minority students, academic programs and the impact on earning power, financial aid and scholarships, what high school students can do to get ready for college.
- Office of Diversity and Inclusion – the director provides counseling support, referral to community services and on campus services, and recruits and assists in the enrollment of minority students.
- Annual Minority Affairs Dinner – community leaders learn about the College's programs and services for minority students and engage with campus service providers.

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

No



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

No

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

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

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (EEO) are complying with legislative mandates for the 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; 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 Faculty & Staff Vacancy Processes & Guidelines and all employees involved in screening, interviewing and hiring are required to undergo training periodically.

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.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition and fees for LLCC credit courses waived upon successful completion of the course.  
Up to \$1,500 annually to attend another college/university, workshop, conference or seminar.  
Two days a year the college holds a Professional Development Day.

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

No

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

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

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

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.

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

No

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

No

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

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

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**McHenry 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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Information and communication directed to the College concerning legislative mandates related to the ICCB Employment Plans are forwarded to Human Resource administration responsible for compliance.

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

1) Continue initiatives of the College's Affirmative Action, EEO & Diversity Program focused on increasing staff diversity. Continue community outreach to connect with the Asian population into attract and increase applicant pools. 2) Utilize recruitment resources (e.g. websites, publications, etc.) with a targeted Asian audience. 3) Continue regular analysis of data collected on efforts reported and furnished by the Director of Recruitment and Staffing. 4) Research and implement industry best practices/methods to increase staffing needs. 5) Encourage faculty, administrators and/or employees to promote position vacancies. Build partnerships and collaborate with organizations with linkages to the Asian community.

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

Internships  
Mentorship of a new Asian American Faculty

**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 of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Self Development benefits to include a Tuition Fee Waiver to employees for MCC credit courses
- Tuition Reimbursement for books, misc. fees and course work/training taken at other institutions
- Mentorship Program - Career Advancement/Enhancement

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

No

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

Human Resource administration responsible for compliance conducts periodic reviews of mandatory requirements and consults with Hiring Supervisors/Chairs leading and/or involved in staff recruitment.

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

**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 on campus who serve as a resource and/or Asian language interpreter/translator are identified in the Employee Online Directory. The College aided in the establishment of the Asian Student Organization/Club, and supports the club initiatives targeting student success.

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

No

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

No

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

Human Resources Program Review FY2016: Student/Faculty Ratios <https://mymcc.mchenry.edu/organizations/org-pgrvw/Shared Documents/>

Applicant Tracking Report by Job FY2016 - Applicants Non-Exempt 2.6%, Administrative 5.7%, Faculty 14.6%

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The college does allocate a specific budget for the recruitment of Asian American faculty, administrators, and others. Budget allocated for FY16 was \$4,000.00

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

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

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

The college to increase recruiting efforts within Asian American communities.

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

Internships  
Community Linkages  
Mentorship of a new Asian American Faculty  
Staff Employment Recruitment Plan  
Recruitment in Asian American Publications

**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 of the initiative(s).**

Employees with career ladder enhancement

No

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

N/A

Self-development training

Yes

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

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

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

No

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

N/a

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

HR reviews all hires and re-classifications. There is annual faculty search committee training for the process. Committees are composed of diverse members. There is continuous HR involvement during the recruitment & hiring process for compliance.

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

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 looking for access to Moraine Valley. The college also has a compiled language bank available of faculty and staff members who are able to assist individuals requiring translation of various languages if and when the need may arise.

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

No

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

	YES	NO
Is the center Director/Coordinator Asian American?	-	✓
Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	-	✓
Does the center Director/Coordinator assist in the recruitment of Asian American students?	-	✓

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

N/A

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

Students receive services through our Multicultural Student & International Student Affairs areas. Services also available in English as a Second language labs. The college does not have an Asian American recruiter, others assist in the process.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We use diversityjobs.com to recruit

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

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

We have a hiring plan that we follow

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

We plan to focus on diversity and inclusion for FY18

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

There are dollars earmarked in the CBA

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

No

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

We have a hiring guide that we follow. It is disseminated to all employees

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

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 hired a Director of PR and Community Outreach to help with this

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	7	14	0	1

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$10,325 in FY16 on advertisement in Chicago Diversity and Diverse Media; and \$45,091 on ESROCK Partners Advertising, including, but not limited to, Diverse Issues in Higher Education and Insight Into Diversity.

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

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

The College is not subject to the legislative mandate of the Plan. However, the College's Affirmative Action Plan sets goals and activities for employment of underrepresented groups including Asian Americans.

Steps undertaken, as described in Oakton's current Affirmative Action Plan, would entail:

- Maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program.
- Provide training and professional development activities to encourage the review/establishment of policies and processes to support the creation of a positive culture for recruiting and retaining Asian American administrators, faculty and staff.
- The College will continue to conduct national and regional searches as a means to fill all administrative and full-time faculty openings.
- The College will advertise in media targeted to Asian Americans.
- All positions will be listed with the Illinois Job Service
- Continue receiving the Directory of Graduates from the Illinois Board of Higher Education as part of the Diversifying Higher Education Faculty in Illinois initiative. Continue sending notice of openings to qualified applicants for openings that we have at that time.
- Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis.
- Human Resources has developed and presented a workshop for search committee members on diversity sensitivity and effective interviewing issues. Attendees are certified as able to serve on search committees.
- Designated HR staff will continue to meet with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues.
- Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President.

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

Conduct broad, wide, and deep searches for Asian American applicants.

- Clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- Monitor the activities and progress of search committees and supervising administrators.
- Maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College.

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

Mentorship of a new Asian American Faculty

**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 of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

Nominal Funds are available to employees, by request, for professional development, training, conferences, etc. In addition, we provide internal training/development opportunities, from Excel workshops to Cultural competency training and beyond.

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

No

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

The College's commitment to affirmative action and equal employment opportunity is stressed to each search committee. College wide recruitment and employment goals are given to the search committee. Administrators stress commitment to staff.

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

**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 has a program called Language Allies, which identifies current Staff and Faculty who speak foreign languages. Occasionally, these individuals may help provide translation and language assistance to those who need it.

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

No

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

No

**Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 provides:

- Reaffirmation of policy and commitment
- Analysis of present Workforce
- Setting specific, measurable and reasonable hiring goals
- Implementing a plan and monitor progress

Link unavailable currently



**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Human Resources conducts an annual group training and testing with all EEOs as well as quarterly follow-ups to answer any questions that they may have. Search Committee training sessions are conducted at the start of the search process, so that the individuals on the search committee are aware of their roles within the search process and that they comply with Parkland College policies and procedures, and all local, state, and federal laws with respect to employment practices. HR utilizes applicant demographic information to determine proper advertising avenues to assist with diversifying the applicant pools.

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

Utilizing advertising outlets that specifically cater to the Asian American community. Use social media such as LinkedIn and Facebook.

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

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

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Computer Skills training  
Language and Writing  
Career Planning  
Continued Professional Education  
Ergonomics  
Employee Wellness

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

No

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

Training of EEOs, HR staff, and Hiring Managers. Creation of the Job Search and Hiring Manual which includes the hiring process for all employees.

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

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.

Utilizing advertising outlets that cater to that demographic and re-branding that is more appealing to a wider/diverse audience.

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

No

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

No

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

We have not conducted any studies or surveys.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Open positions are listed on job boards specifically targeting the Asian American community; proposed interview lists are reviewed by the Affirmative Action Officer; all staff are annually trained on the importance of hiring a diverse field of employees; respect for diversity is one of the College's stated values.

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

We can attend more job fairs aimed at Asian American candidates.

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

Staff Employment Recruitment Plan

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

All actions are reviewed by the Affirmative Action Officer and HR to ensure proper compliance.

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

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 confer with our Asian American staff and faculty, along with others, to develop ideas and action plans to better serve the Asian American community.

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

No

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

No

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

We monitor student population demographics.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	18
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

All hiring managers have been encouraged to consider all applications from applicants self-identifying as minorities; however, the college receives only a small number of Asian applicants despite the advertising efforts made.

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. The college offers tuition free dual credit classes in area high schools to try and encourage more Asian students to seek higher education; therefore, hopefully increasing the local applicant pool.

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

Staff Employment Recruitment Plan

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to seek out self-development or professional-development opportunities.

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

Yes

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

Tuition reimbursement is available for employees wishing to take classes to enhance their education or to work toward a higher degree.

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

Hiring managers are instructed to give all qualified, minority applicants interview opportunities. There is disciplinary measures in place to deal with any discrimination with regard to promotion opportunities.

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

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



The college offers dual credit classes, English as a secondary language classes and a TRIO program for first generation students.

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

No

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

N/A

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

Due to the low number of Asian employees and a lack of applicants self-identifying as Asian, there is not enough data available to conduct a meaningful study.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Budget resources are allocated for recruitment of Asian faculty for associated employment initiatives. Budget resources are not specifically separated from the total Advertising and Recruitment budgets.

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

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

Search Committees are formed at the College to assist with the recruiting efforts, and to review and select employment candidates. All search committee members participate in the College's Diversity in Hiring training before serving on a College Search Committee. All search committee members participate in a procedural review prior to the start of any individual search, which includes reinforcement of the College's commitment to diversity, and the committee's role in supporting this objective.

Employment candidates for temporary full-time or temporary part-time positions are reviewed and selected by the immediate supervisor for the position. All supervisors also participate in the College's Diversity in Hiring training.

**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.

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

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

**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 of the initiative(s).**

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

The opportunity for Career Options communications and discussions for all employees is also built into the College's Performance Evaluation processes.

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

Career development opportunities made available to employees include Foundation Funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training offerings.

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

No

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

We track applicants, interviewees, job offers, and acceptances by minority and gender status. All regular full-time hire recommendations are reviewed by the appropriate Vice President, Human Resources Director, and College President.

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

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.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (EEO) are complying with legislative mandates for the 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 initiative 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 who provides 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 decides on who they would interview and ultimately hire.

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. Work with current staff to get ideas and help with our recruitment efforts. Attend conferences and workshops on diversity recruitment.

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

Mentorship of a new Asian American Faculty

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are offered professional development opportunities in addition to interdepartmental training opportunities. The college offers tuition reimbursement and free tuition for employees wishing to take classes outside and at our institution.

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

No

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

The employment specialist meets with all search committee members to explain the hiring selection process along with the college diversity initiative plan. Training on diversity is completed before serving on a search committee.

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

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.

Inform students of the many opportunities RVC has to offer.  
Engage these students and parents in numerous ways both on and off campus.  
Inspire them to believe in a college education making dreams a reality, and where.  
Enroll them because RVC is a great place.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	29
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The recruitment of Asian American staff is included in our overall recruitment budget.

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

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



Human resources staff receive training on legislative mandates for the Asian American Employment Plan for Higher Education.

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

We will educate the hiring supervisors and administration on the need for Asian American teaching/administrative staff at our institution.

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

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

**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 of the initiative(s).**

<b>Employees with career ladder enhancement</b>	Yes
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**Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)**

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

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

SVCC Tuition Reimbursement  
Community Classes  
Reimbursement for Seminars  
Staff Development Committee

<b>Are there other initiatives in place to help provide for promotion of Asian American employees to report for your institution?</b>	No
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**How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?**

The human resource director meets with all hiring supervisors and screening committees to ensure compliance with the mandatory Hiring and Promotion Monitor requirements.

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

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 our recruitment strategy, it is a goal to hire Asian American employees to meet the increasing needs of Asian American students and the public that want access to our institution.

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

As EEO Officer, the HR director is responsible for monitoring the recruitment, screening and hiring processes to ensure compliance with all equal opportunity laws and regulations in the interviewing and hiring process.

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

The college administrators should continue to work with migrant councils to identify qualified instructors. The HR director has African American community contacts that have offered to assist in spreading the word when we have job openings.

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

Internships  
Community Linkages  
Mentorship of a new Asian American Faculty

**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 of the initiative(s).**

Employees with career ladder enhancement Yes

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

Staff members are encouraged to continue their education and are allowed to flex their schedule at times to attend classes at a local university.

Self-development training Yes

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

The college allows time away from work to attend training and other professional development activities pertinent to their current job or that may help them achieve promotion to another SCC job.

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

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

The HR Director/EEO Officer monitors all employment in accordance with college policy and serves on all employment screening committees for full-time positions.

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

**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.**

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

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

South Suburban College is an equal opportunity employer with a diverse workforce. South Suburban College provides hiring guidelines to the search committees involved in recruiting, interviewing, and recommending the final candidates. The search committees are composed of diverse members. Final candidates are then reviewed with the Vice President of the hiring area. South Suburban College strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

Please provide recommendations for increasing the number of 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 there is a bilingual need. Based on student needs, at this time, the College adequately serves our Asian American population.

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

Mentorship of a new Asian American Faculty

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

A variety of professional development opportunities are available to employees through staff/faculty development committees. They offer on-campus workshops, seminars, and all day events. SSC also offers tuition waivers and tuition reimbursement.

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

No

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

SSC is an equal opportunity employer with a diverse workforce. SSC strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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. South Suburban employs bilingual employees throughout the College to help when needed and has also hired temporary interpreters/translators at peak times.

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

No

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

N/A

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

Based on student needs, at this time, the College adequately serves our Asian American population.



**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$28,000 was budgeted for all hiring recruitment activities including Asian American.

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

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

As part of Southeastern's hiring process, a hiring manual has been developed to provide guidance for search committees regarding hiring, interviewing, recruitment, and EEO guidelines. Southeastern Illinois College is committed to providing equal opportunity through its employment practices and educational programs and through the many services it provides to the community. The Board of Trustees of Community College District No. 533 will make all personnel decisions without regard to race, color, religion, sex, age, national origin, citizenship status, ancestry, marital status, parental status, pregnancy, family status, military discharge status, sexual orientation, gender identity, disability or handicap unrelated to an individual's ability to perform the essential functions of the job, association with a person with a disability or handicap, military status, source of income, housing status or any other category protected by law. Additionally, administrators monitor the search/recruitment process by ensuring that the policy for hiring is followed.

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

To continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Chronicle of Higher Education publications; recruitment initiatives at major universities with career centers; continue to recruit through monster.com and other online mediums.

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

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

**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 of the initiative(s).**

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

All employees are eligible to advance their careers through vacant positions.

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

Professional Development Workshops are held throughout the academic year as well as development opportunities are provided for faculty and staff who wish to participate.

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

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

The Vice President and Deans are reviewing and monitoring all search committee to ensure policy and process are followed for hiring. Additionally, HR is meeting with all division and hiring chairs to ensure process is followed.

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

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

Not applicable

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

No

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

N/A

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

SIC has a low population of Asian American individuals within the College District.

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	163	798	3	10

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	61
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

N/A

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

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.

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

No

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

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.

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

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

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

No

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

No

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY16 budget allocation(s) for each of these recruitment initiatives for Asian American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$500 for advertising.

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

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

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

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

Increased advertising in EEO journals and online.

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

None / Not applicable

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

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

N/A

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

No

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

Hiring procedures are regularly audited for legal compliance and all hires follow an approval process which includes the Human Resources Director, Budget Officer, and the President.

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



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

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

No

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

N/A

Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Each fiscal year, all Human Resources personnel responsible for the recruitment of employees and the training of chairpersons for search committees reviews the State of Illinois Asian American Employment Plan for Higher Education. This review allows for the reminder of strategies that can be used to assist in diversifying the applicant pool for job postings.

In addition, strategies used each year include the hiring of Asian American personnel within Human Resources, attending of job fairs, weekly review of applicant pools to ensure diversity, advertising on Asian American focused job boards, the use of Affirmative Action listserves, and Asian American employees serving on search committees.

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

Recommendations for increasing the number of Asian teaching and administrative staff include training on diversity, the importance of diversity in the workplace, increased advertising efforts directed at the Asian population, and an increased role of Human Resources in the search committee process.

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

Mentorship of a new Asian American Faculty  
Staff Employment Recruitment Plan

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

1. Internal employee interview requirement
2. Free professional development training opportunities at the organization for all staff
3. Tuition waiver opportunities for all employees to take courses
4. Tuition reimbursement to further education

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

No

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

All Human Resources personnel, chairpersons, and hiring managers are informed of the required initiative and increased efforts to be made to hire a diverse workforce.

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

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

Triton College continues to make strategic efforts to serve our Asian population by taking the following actions:

1. Having our website and marketing materials translated
2. Radio and television advertising on diverse stations
3. Increased efforts in hiring diverse employees
4. Recruitment outreach efforts at schools, businesses and community events
5. Increased efforts at education the parents of Asian students on the importance of education

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

No

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

N/A

**Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of 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 2016**

**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.

Is your institution an Asian American and Native American Pacific Islander-Serving Institutions Program (AANAPISI) with 10% or more of the students classified as Asian American (and Native American or Pacific Islander) enabling the institution to apply for Title III grants? No

As of June 30, 2016, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2016, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

On an annual basis Waubonsee Community College presents an Affirmative Action Plan in an effort to demonstrate a commitment to diversity, inclusion and equal opportunity. Waubonsee also conducts training for search committees and diversity and inclusion training.

Please provide recommendations for increasing the number of 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.

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

Internships  
Community Linkages  
Mentorship of a new Asian American Faculty

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 of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Leadership Academy  
Tuition Reimbursement  
Certificate and Skills based training

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

No

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

On an annual basis Waubensee Community College presents an Affirmative Action Plan in an effort to demonstrate achievement in hiring and promoting of Asian American staff.

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

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 are working to develop resources for our Asian American students by evaluating current curriculum and assessment tools as well as the strengths and challenges for existing programs and courses.

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

No

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

No

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

In 2015 Waubonsee had minority placement goals in Managerial and Other Professionals staff. Both goals were met in 2016 and all other job groups are in compliance with the utilization of minorities.

Illinois Community College Board

Table 5

UTILIZATION RATE FOR ASIAN AMERICAN FACULTY & STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
BY EMPLOYEE GROUP  
FISCAL YEAR 2016

District	College	Tenured Faculty/ Official & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Para-professionals	Service Maintenance	Total
503	Black Hawk	-0.4%	0.2%	-1.6%	-1.6%	-1.6%	-0.6%
508	Chicago	(2.9%)	(1.7%)	(-0.2%)	(-2.1%)	(-5.7%)	(-0.1%)
	Daley	NA	NA	NA	NA	NA	NA
	Kennedy-King	NA	NA	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA	NA	NA
	Truman	NA	NA	NA	NA	NA	NA
	Washington	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
507	Danville	1.6%	-0.9%	0.8%	-0.9%	-0.9%	0.3%
502	DuPage	-3.4%	-3.4%	-5.8%	-6.2%	-7.9%	-4.4%
509	Elgin	-7.1%	-4.4%	-3.5%	-3.3%	-10.1%	-5.2%
512	Harper	-10.7%	-11.8%	-10.4%	-10.6%	-9.1%	-11.0%
540	Heartland	-0.8%	-0.1%	-0.1%	-4.1%	-4.1%	-0.5%
519	Highland*	3.2%	0.0%	2.6%	3.2%	-0.6%	1.3%
514	Illinois Central	-1.0%	0.0%	2.5%	-0.3%	0.2%	0.7%
529	Illinois Eastern	(-0.1%)	(-0.5%)	(0.2%)	(-0.7%)	(-0.7%)	(-0.3%)
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	1.4%	-0.8%	-0.8%	-0.8%	-0.8%	-0.4%
525	Joliet	0.1%	-1.7%	0.2%	-0.2%	-2.6%	-0.9%
520	Kankakee	0.3%	0.7%	-1.0%	-1.0%	-1.0%	0.0%
501	Kaskaskia	2.3%	-0.3%	-0.6%	1.2%	-0.6%	0.2%
523	Kishwaukee	-2.8%	-1.1%	-2.0%	-2.8%	-2.8%	-2.0%
532	Lake County	0.5%	-1.5%	-2.9%	-3.8%	-2.9%	-1.8%
517	Lake Land*	0.3%	0.0%	1.9%	-0.6%	-0.6%	0.6%
536	Lewis & Clark	-0.9%	-0.1%	-0.5%	-0.9%	-0.9%	-0.4%
526	Lincoln Land	-0.9%	0.3%	0.1%	1.7%	-1.4%	0.0%
530	Logan	-1.5%	-1.2%	-2.2%	-2.2%	-2.2%	-1.7%
528	McHenry	0.5%	0.7%	-0.9%	-0.9%	-2.3%	0.0%
524	Moraine Valley	-1.2%	-0.6%	-0.9%	-2.2%	-3.2%	-1.1%
527	Morton	0.8%	-0.1%	6.6%	0.0%	-1.8%	0.2%
535	Oakton	-12.6%	-6.4%	-5.0%	-8.2%	-15.4%	-8.0%
505	Parkland	-5.3%	-5.5%	-6.3%	-5.5%	-6.9%	-5.8%
515	Prairie State	-0.2%	1.5%	-0.3%	-1.3%	-1.3%	0.4%
521	Rend Lake	-0.7%	-0.3%	-0.7%	-0.7%	-0.7%	-0.5%
537	Richland	0.0%	-1.0%	-1.0%	-1.0%	-1.0%	-0.8%
511	Rock Valley	0.3%	-0.6%	0.7%	1.2%	-2.4%	0.1%
518	Sandburg*	-0.9%	1.0%	-0.9%	-0.9%	-0.9%	-0.1%
506	Sauk Valley	-0.7%	0.0%	-0.7%	-0.7%	-0.7%	-0.3%
531	Shawnee	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
510	South Suburban	1.2%	-1.0%	0.2%	-1.3%	-1.3%	-0.5%
533	Southeastern	-0.4%	0.3%	1.4%	-0.4%	-0.4%	0.3%
522	Southwestern	0.7%	0.1%	0.5%	0.8%	-1.1%	0.2%
534	Spoon River	2.8%	0.9%	-1.0%	-1.0%	-1.0%	0.7%
504	Triton	1.7%	-0.4%	-1.1%	-3.2%	-4.0%	-0.8%
516	Waubonsee	1.4%	2.0%	-1.4%	-1.8%	-3.6%	0.2%
539	Wood	-0.6%	0.0%	1.1%	-0.6%	-0.6%	-0.1%
	TOTALS	-1.8%	-1.7%	-2.1%	-2.9%	-4.5%	-2.1%

NA = Data Not Available

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

\*Includes revised college figures

SOURCE OF DATA: Annual Faculty, Staff, and Salary Data (C3) and Index of Need, Illinois Census, SIU-Edwardsville Department of Business\Economics



Illinois Community College Board

Table 6

SUMMARY OF ASIAN AMERICAN FACULTY & STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
BY EMPLOYEE GROUP  
FISCAL YEAR 2016

<u>District</u>	<u>College</u>	<u>Tenured Faculty/ Official &amp; Managers</u>	<u>Non-Tenured Faculty</u>	<u>Professional Staff/ Protective Service Workers</u>	<u>Office &amp; Clerical/ Para-professionals</u>	<u>Service Maintenance</u>	<u>Total</u>
503	Black Hawk	2	5	0	0	0	7
508	Chicago	(81)	(154)	(113)	(26)	(7)	(381)
	Daley	11	12	8	1	0	32
	Kennedy-King	3	13	3	0	1	20
	Malcolm X	18	17	6	1	1	43
	Olive-Harvey	5	7	4	1	0	17
	Truman	15	33	39	16	2	105
	Washington	9	41	16	4	2	72
	Wilbur Wright	12	31	10	3	1	57
	District Office	8	0	27	0	0	35
507	Danville	2	0	3	0	0	5
502	DuPage	21	125	25	17	5	193
509	Elgin	7	25	14	9	0	55
512	Harper	13	23	17	9	5	67
540	Heartland	5	11	12	0	0	28
519	Highland	2	1	2	2	0	7
514	Illinois Central	3	12	25	3	3	46
529	Illinois Eastern	(1)	(1)	(2)	(0)	(0)	(4)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	1	1	0	0	0	2
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	2	0	0	2
	District Office	0	0	0	0	0	0
513	Illinois Valley	2	0	0	0	0	2
525	Joliet	8	11	13	6	1	39
520	Kankakee	2	4	0	0	0	6
501	Kaskaskia	3	1	0	1	0	5
523	Kishwaukee	0	3	1	0	0	4
532	Lake County	21	46	17	6	5	95
517	Lake Land	1	2	8	0	0	11
536	Lewis & Clark	0	3	1	0	0	4
526	Lincoln Land	1	7	4	2	0	14
530	Logan	1	2	0	0	0	3
528	McHenry	4	10	3	1	0	18
524	Moraine Valley	4	20	4	2	0	30
527	Morton	2	4	2	2	0	10
535	Oakton	10	75	24	16	3	128
505	Parkland	7	15	10	2	1	35
515	Prairie State	1	12	2	0	0	15
521	Rend Lake	0	1	0	0	0	1
537	Richland	1	0	0	0	0	1
511	Rock Valley	5	5	4	5	0	19
518	Sandburg*	0	1	2	0	0	3
506	Sauk Valley	0	1	0	0	0	1
531	Shawnee	0	0	0	0	0	0
510	South Suburban	3	1	2	0	0	6
533	Southeastern	0	1	1	0	0	2
522	Southwestern	3	10	9	1	0	23
534	Spoon River	2	2	0	0	0	4
504	Triton	10	26	11	1	0	48
516	Waubonsee	9	35	9	3	0	56
539	Wood	0	1	1	0	0	2
	TOTALS	237	656	341	114	30	1,378

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

\*Includes revised college figures

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

Illinois Community College Board  
Table 7  
SUMMARY OF TOTAL FACULTY & STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES  
BY EMPLOYEE GROUP  
FISCAL YEAR 2016

<u>District</u>	<u>College</u>	<u>Tenured Faculty/ Official &amp; Managers</u>	<u>Non-Tenured Faculty</u>	<u>Professional Staff/ Protective Service Workers</u>	<u>Office &amp; Clerical/ Para-professionals</u>	<u>Service Maintenance</u>	<u>Total</u>
503	Black Hawk	166	277	142	93	52	730
508	Chicago	(860)	(1,874)	(1,791)	(591)	(875)	(5,991)
	Daley	88	259	181	70	138	736
	Kennedy-King	80	207	231	83	183	784
	Malcolm X	119	228	234	67	121	769
	Olive-Harvey	74	138	145	65	107	529
	Truman	117	314	284	93	121	929
	Washington	134	351	225	86	79	875
	Wilbur Wright	131	374	204	90	93	892
	District Office	117	3	287	37	33	477
507	Danville	82	100	180	38	19	419
502	DuPage	272	1,606	468	345	154	2,845
509	Elgin	237	444	214	133	95	1,123
512	Harper	295	705	361	200	84	1,645
540	Heartland	152	278	302	45	10	787
519	Highland*	53	185	56	53	35	382
514	Illinois Central	234	533	529	157	125	1,578
529	Illinois Eastern	(169)	(421)	(223)	(74)	(45)	(932)
	Frontier	21	170	24	14	4	233
	Lincoln Trail	27	64	38	13	14	156
	Olney Central	53	80	55	19	12	219
	Wabash Valley	49	107	60	18	10	244
	District Office	19	0	46	10	5	80
513	Illinois Valley	90	229	81	70	17	487
525	Joliet	237	722	375	198	159	1,691
520	Kankakee	154	238	89	78	29	588
501	Kaskaskia	102	330	83	55	49	619
523	Kishwaukee	86	177	123	47	34	467
532	Lake County	262	765	363	162	108	1,660
517	Lake Land*	105	310	317	100	38	870
536	Lewis & Clark	172	406	244	105	15	942
526	Lincoln Land	197	435	283	65	47	1,027
530	Logan	128	190	114	83	53	568
528	McHenry	143	331	215	68	5	762
524	Moraine Valley	195	752	170	192	78	1,387
527	Morton	78	235	24	115	50	502
535	Oakton	165	610	175	152	91	1,193
505	Parkland	205	470	417	63	56	1,211
515	Prairie State	98	427	209	134	24	892
521	Rend Lake	88	234	125	27	93	567
537	Richland	105	169	72	56	6	408
511	Rock Valley	189	289	131	140	24	773
518	Sandburg*	60	160	134	24	20	398
506	Sauk Valley	45	142	61	35	21	304
531	Shawnee	51	118	55	21	3	248
510	South Suburban	120	357	137	76	29	719
533	Southeastern	56	129	55	30	14	284
522	Southwestern	163	798	548	53	130	1,692
534	Spoon River	52	105	40	28	5	230
504	Triton	177	727	377	130	81	1,492
516	Waubonsee	181	626	416	166	76	1,465
539	Wood	<u>78</u>	<u>168</u>	<u>57</u>	<u>47</u>	<u>14</u>	<u>364</u>
TOTALS		6,302	17,072	9,756	4,249	2,863	40,242

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

\*Includes revised college figures

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

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