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## **NATIVE AMERICAN EMPLOYMENT PLAN REPORT**

**FISCAL YEAR 2023**

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***January 2024***

Native American Employment Plan Report  
Fiscal Year 2023

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## INTRODUCTION

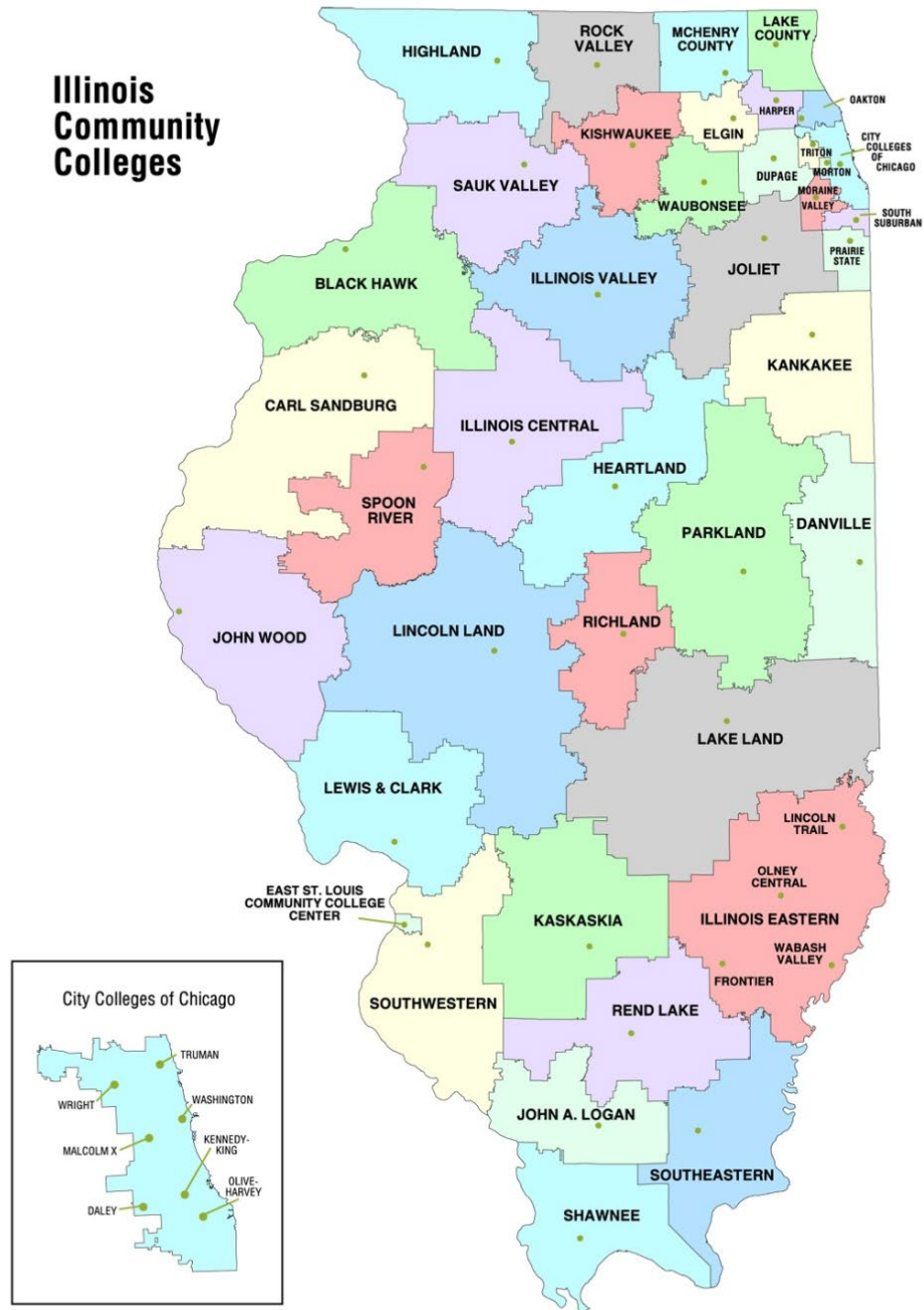
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The enclosed materials contain fiscal year 2023 (July 1, 2022 through June 30, 2023) responses from Illinois' public Community College System to the *Native American Employment Plan Survey* ([Public Act 101-0534](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Native American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2023 is the fourth year that community colleges, public universities, and state agencies have been asked to furnish Native American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are Native 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). 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. [House Bill 5464](#), which was signed into legislation in 2022, requires state public universities and community colleges to develop and implement equity plans and practices. Other complementary initiatives are the *African American Employment Plan Survey* ([Public Act 096-1341](#)), the *Asian American Employment Plan Survey* ([Public Act 97-0856](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting African Americans, Asian Americans, and Hispanics at local community colleges. Recent editions of the *Underrepresented Groups Report* and the *African American, Asian American, Native American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *Native 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. The Illinois Board of Higher Education collects similar information for the public four-year universities.

## MAP OF ILLINOIS COMMUNITY COLLEGES



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## DEMOGRAPHIC INFORMATION

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

### State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.58 million in 2022 compared to 12.81 million in 2020, 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010 Illinois](#), [U.S. Census 2020 Illinois](#), and [2023 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 1.3 percent between 2000 and 2022. The state population, however, decreased 1.9 percent between 2010 and 2022, and 1.8 percent between 2020 and 2022. Illinois' 2022 census estimate shows that Whites/Caucasians remained the largest race/ethnicity group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2022, as the percent of Caucasians decreased from 73.5 percent to 68.0 percent of the population ([U.S. Census 2000 Illinois](#), [U.S. Census 2020 Illinois](#), and [2023 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2022.

The race/ethnicity data collection methodology changed for the 2000 census and changed again for the 2020 census. The 2022 state census data showed that 5.8 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race\*\*" column in [Table 1](#). The question on Hispanic ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2022 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,303,725 in 2022 ([U.S. Census 2000 Illinois](#) and [2023 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2022 was Hispanic/Latino. Compared to 2000, African American counts in 2022 decreased from 15.1 percent to 14.0 percent, whereas Asian American counts increased from 3.4 percent to 5.7 percent, Native American from 0.2 percent to 0.3 percent, and Hispanic/Latino from 12.3 percent to 18.3 percent.

**Table 1**  
**State of Illinois Race/Ethnicity Distribution (Census)**

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian*</i> <i>American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2010	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
2020†	61.4%	14.1%	5.9%	0.8%	17.8%	18.2%
2022	68.0%	14.0%	5.7%	0.3%	12.0%	18.3%

\*Includes Pacific Islander

\*\*Includes two or more races

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

†The way how Census collected race and ethnicity data changed from the previous collection

SOURCE OF DATA: U. S. Census Bureau (2000, 2010, and 2020) & 2022 Index of Need, Table 1.

### **Race/Ethnicity Distribution in Community College System Credit Programs**

Overall in fiscal year 2023, minority students accounted for 50.3 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications are aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2023 data show that minority representation increased from the prior year (fiscal year 2022 = 48.7 percent). Fiscal year 2023 results are above the five-year average (48.0 percent). Students identifying themselves as Hispanic students (now numbering 108,070) became the largest minority group in 2000, and have been each year since, except in fiscal year 2012, when African American students were the largest minority group. African American students—49,665 in fiscal year 2023—constitute the second largest minority group in the latest data. Asian American students—22,493 in fiscal year 2023—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2023 proportionate representation by Hispanic students was higher in comparison to the prior year (27.5 percent in fiscal year 2023 versus 26.4 percent in fiscal year 2022). The fiscal year 2023 African American student proportional representation was the same in the prior year (12.6 percent in fiscal year 2023 versus 12.6 percent in fiscal year 2022). 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 African American (-22.6 percent), Hispanic (-8.1 percent), Asian American (-7.9 percent), Native American (-2.9 percent), and Two or More Races (-1.2 percent), while an increase was noted among students identifying themselves as Pacific Islander (+26.5 percent). U.S. Nonresident students experienced no change in enrollments over the past five years.

Native American students—1,099 in fiscal year 2023—constitute 0.3 percent of students enrolled in the Illinois Community College System.

Student race/ethnicity representation varies across broad program areas (PCS). **Table 2** contains information about the race/ethnicity distribution of Adult Education [Adult Basic Education (ABE) and Adult Secondary Education (ASE)] and English-as-a-Second Language (ESL) enrollments. Minority students accounted for nearly three-fourths (71.5 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2023, Hispanic students accounted for over two-fifths of Adult Education enrollments and African American students for one-fifth of those enrollments (44.1 percent and 20.8 percent, respectively). Additionally, minority students accounted for approximately four out of every five (79.1 percent) individuals enrolled in

community college ESL coursework during fiscal year 2023. Hispanic students accounted for over three-fifths (61.2 percent) of the community college ESL students, followed by Asian American students (8.4 percent) and African American students (4.7 percent).

**Table 2**  
**Fiscal Year 2023 Minority Students Enrolled in Adult Education  
and English as a Second Language Programs**

<i><b>Program</b></i>	<i><b>African American</b></i>	<i><b>Hispanic/ Latino</b></i>	<i><b>Asian American</b></i>	<i><b>U.S. Nonresident</b></i>	<i><b>Native American</b></i>	<i><b>Pacific Islander</b></i>	<i><b>Two or More Races</b></i>	<i><b>Minority Subtotal</b></i>
<b>ABE/ASE %</b>	<b>20.8%</b>	<b>44.1%</b>	<b>3.9%</b>	<b>0.8%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>1.7%</b>	<b>71.5%</b>
Number	3,600	7,629	669	131	44	23	290	12,386
<b>ESL %</b>	<b>4.7%</b>	<b>61.2%</b>	<b>8.4%</b>	<b>4.1%</b>	<b>0.0%</b>	<b>0.2%</b>	<b>0.5%</b>	<b>79.1%</b>
Number	1,318	17,209	2,357	1,145	14	53	152	22,248

**SOURCE OF DATA:** ICCB Centralized Data System—Annual Enrollment and Completion (A1) Data

**Table 3** provides the distribution of minority students enrolled in Transfer and Career and Technical Education (CTE) programs During fiscal year 2023, minorities comprised nearly one-half (46.9 percent) of Transfer enrollees. An examination of each minority race/ethnicity group’s representation across the Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (23.9 percent), followed by African American students (11.8 percent), Asian American students (6.4 percent), students of Two or More Races (3.6 percent), U.S. Nonresident students (0.9 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). **Table 3** also shows that over two-fifths of students enrolled in CTE programs were members of a minority group (41.6 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 21.3 percent of the population. African American students had the second largest CTE program enrollment (12.2 percent), followed by Asian American students (4.3 percent), students of Two or More Races (2.7 percent), U.S. Nonresident students (0.7 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

**Table 3**  
**Fiscal Year 2023 Minority Students Enrolled in Transfer  
and Career and Technical Education Programs**

<i><b>Program</b></i>	<i><b>African American</b></i>	<i><b>Hispanic/ Latino</b></i>	<i><b>Asian American</b></i>	<i><b>U.S. Nonresident</b></i>	<i><b>Native American</b></i>	<i><b>Pacific Islander</b></i>	<i><b>Two or More Races</b></i>	<i><b>Minority Subtotal</b></i>
<b>Transfer %</b>	<b>11.8%</b>	<b>23.9%</b>	<b>6.4%</b>	<b>0.9%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>3.6%</b>	<b>46.9%</b>
Number	26,178	52,997	14,132	1,905	581	331	7,959	104,083
<b>CTE %</b>	<b>12.2%</b>	<b>21.3%</b>	<b>4.3%</b>	<b>0.7%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>2.7%</b>	<b>41.6%</b>
Number	12,631	22,121	4,417	714	318	137	2,833	43,171

**SOURCE OF DATA:** ICCB Centralized Data System—Annual Enrollment and Completion (A1) Data

The following section of the report supplies information about the race/ethnicity characteristics of students who graduated in fiscal year 2023. It provides a point-in-time or cross-cutting count of the number of degrees and certificates awarded to minority students within the Illinois Community College System during fiscal year 2023. More detailed information is available in the [Annual Report on Student Enrollment and Completions in the Illinois Community College System](#).



Minority students accounted for 42.8 percent of Transfer graduates, compared to 41.6 percent of all CTE graduates.

**Table 4** shows that during fiscal year 2023, more minority graduates completed CTE degrees and certificates (N = 15,609) than Transfer degrees and certificates (N = 10,913). Minority students

accounted for 42.8 percent of Transfer graduates, compared to 41.6 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (49.5 percent, N = 5,401), while 30.2 percent (N = 3,300) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (24.1 percent), followed by African American students (8.5 percent), Asian American students (5.4 percent), students of Two or More Races (3.5 percent), U.S. Nonresident students (0.9 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). The fiscal year 2023 proportional representation of the Native American Transfer graduates (0.3 percent) was higher by 0.1 percentage points from the prior year (0.2 percent). Hispanic students also accounted for the largest minority group for completions in CTE programs (21.7 percent), followed by African American students (11.9 percent), Asian American students (4.3 percent), students of Two or More Races (2.9 percent), U.S. Nonresident students (0.5 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2023 proportional representation of the Native American CTE program graduates (0.2 percent) matched the proportional representation from fiscal year 2022 (0.2 percent).

**Table 4**  
**Fiscal Year 2023 Minority Student Completers in**  
**Transfer and Career and Technical Education Programs**

<i><b>Program</b></i>	<i><b>African American</b></i>	<i><b>Hispanic/Latino</b></i>	<i><b>Asian American</b></i>	<i><b>U.S. Nonresident</b></i>	<i><b>Native American</b></i>	<i><b>Pacific Islander</b></i>	<i><b>Two or More Races</b></i>	<i><b>Minority Subtotal</b></i>
<b>Transfer %</b>	<b>8.5%</b>	<b>24.1%</b>	<b>5.4%</b>	<b>0.9%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>3.5%</b>	<b>42.8%</b>
Number	2,177	6,146	1,376	233	70	23	888	10,913
<b>CTE %</b>	<b>11.9%</b>	<b>21.7%</b>	<b>4.3%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>2.9%</b>	<b>41.6%</b>
Number	4,470	8,133	1,598	205	83	48	1,072	15,609

**SOURCE OF DATA: ICCB Centralized Data System—Annual Enrollment and Completion (A1 & A2) Data**

**Table 5** shows that in fiscal year 2023, minority faculty and staff accounted for 22.9 percent of tenured faculty/officials and managers (a 3.7 percent increase from fiscal year 2022), 18.6 percent of non-tenured faculty (a 3.8 percent increase from fiscal year 2022), 32.9 percent of professional staff/protective service workers (a 5.3 percent increase from fiscal year 2022), 37.0 percent of office and clerical/paraprofessionals (a 9.7 percent increase from fiscal year 2022), and 45.0 percent of service maintenance employees (a 5.8 percent increase from fiscal year 2022).

**Table 5**  
**Fiscal Year 2023 Minority Faculty and Staff in Illinois Community Colleges**

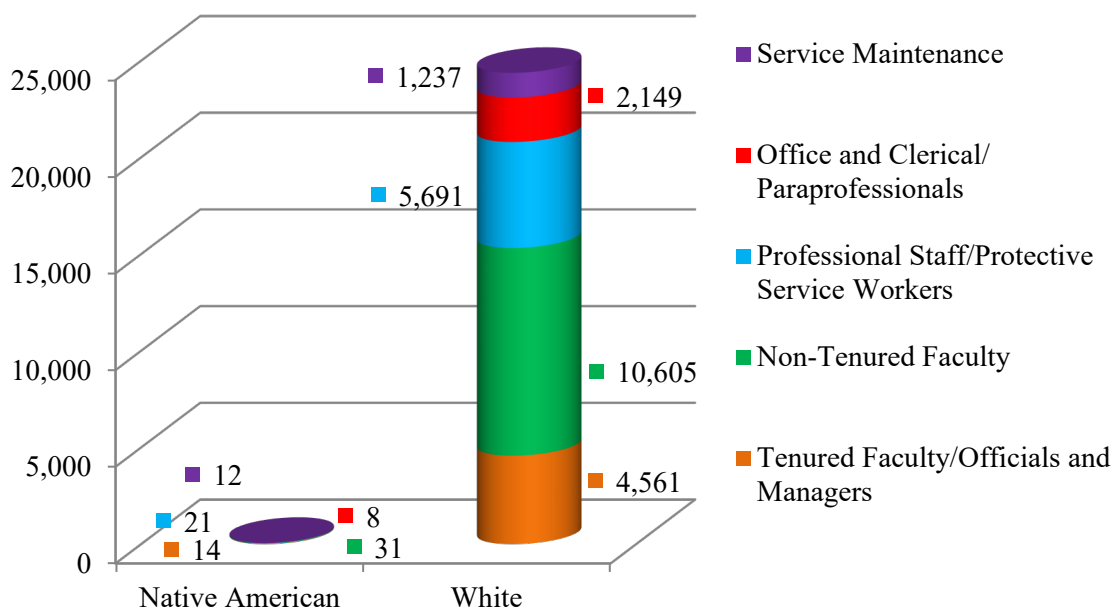
	<i><b>Tenured Faculty/ Officials and Managers</b></i>	<i><b>Non- tenured Faculty</b></i>	<i><b>Professional Staff/ Protective Service Workers</b></i>	<i><b>Office and Clerical/ Para- professionals</b></i>	<i><b>Service Maintenance</b></i>
<i><b>African American %</b></i>	<b>11.7%</b>	<b>7.8%</b>	<b>14.7%</b>	<b>15.4%</b>	<b>24.9%</b>
Number	713	1,148	1,326	554	609
<i><b>Hispanic/Latino %</b></i>	<b>5.8%</b>	<b>5.3%</b>	<b>12.2%</b>	<b>16.1%</b>	<b>16.2%</b>
Number	352	779	1,100	581	397
<i><b>Asian American %</b></i>	<b>4.0%</b>	<b>4.2%</b>	<b>3.4%</b>	<b>3.5%</b>	<b>1.4%</b>
Number	243	611	304	125	35
<i><b>U.S. Nonresident %</b></i>	<b>0.2%</b>	<b>0.3%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.7%</b>
Number	11	38	39	16	17
<i><b>Native American %</b></i>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.5%</b>
Number	14	31	21	8	12
<i><b>Pacific Islander %</b></i>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.2%</b>
Number	5	10	9	0	4
<i><b>Two or More Races %</b></i>	<b>1.0%</b>	<b>0.8%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>1.1%</b>
Number	60	119	157	47	26
<i><b>Minority Subtotal %</b></i>	<b>22.9%</b>	<b>18.6%</b>	<b>32.9%</b>	<b>37.0%</b>	<b>45.0%</b>
Number	1,398	2,736	2,956	1,331	1,100

**SOURCE OF DATA:** ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the African American Employment Plan Survey, Asian American Employment Plan Survey, Hispanic Employment Plan Survey, and the Native American Employment Plan Survey.

In fiscal year 2023, Native American faculty and staff accounted for 0.2 percent of tenured faculty/officials and managers, 0.2 percent of non-tenured faculty, 0.2 percent of professional staff/protective service workers, 0.2 percent of office and clerical/paraprofessionals, and 0.5 percent of service maintenance employees. [Figure 1](#) shows the Native American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2023.

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.

**Figure 1**  
**Comparison of Native American Employees to White Employees**  
**at Illinois Community Colleges in Fiscal Year 2023**



**SOURCE OF DATA:** ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the Native American Employment Plan Survey.

An important component of the Native American Employment Plan Report is identifying the Community College District Utilization Rate for Native American employees. It was calculated as each college's percentage of overall Native American district population (16 years and older) minus the percentage of Native American faculty and staff [tenured faculty/officials and managers (including executive and administrative positions); non-tenured faculty (including adjunct faculty); professional staff/protective service workers; office and clerical/ paraprofessionals; and service maintenance employment classifications] at each community college. A negative utilization rate demonstrates underrepresentation of Native Americans in the workforce. Please see Table 6, Table 7, and Table 8 for detailed information.

The following pages contain the responses from the Illinois Community College System to the Native American Employment Plan Survey ([Public Act 101-0534](#)). College responses appear in alphabetical order by college name. Information was collected on Native American employees, funded positions, and Native American employment initiatives at Illinois community colleges.

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## NATIVE AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

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**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Black Hawk College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	16
Total Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Black Hawk College utilizes an approved hiring process that provides equality for all candidates and employees. BHC monitors employment actions and decisions and adjusts procedures as needed to avoid practices that may lead to disparate treatment/impact of any minority/under-represented group of individuals.

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

Advertising using diverse resources. Over the last few years Black Hawk College has purchased an additional diversity package in HigherEdJobs.com and we have been using a resource, HireClick, that sends job postings to a number of different hiring platforms including diverse sites.

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

None / Not applicable

**For Native 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".)

Black Hawk College has a professional development fund that all employees have access to annually to provide assistance with professional development, continuing education and tuition costs.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Carl Sandburg College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native 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 Native American Employment Initiatives. All hiring situations are administered using our hiring process. The College treats all applicants with fairness and equity.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native

American employees, and have committees that monitor employment or departure of employees from the institution?

Carl Sandburg College treats all potential candidates, interviewees, and employees with equality. All hiring situations are administered using our hiring process. The College does monitor the departure of employees to ensure continuous improvement at the institution.

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

Carl Sandburg College advertises to recruit diverse applicants for new and vacant positions. The College routinely conducts reviews of all employment processes for compliance and improvement opportunities. Also, the college has continued to use employment software and advertises job opportunities on Diversejobs.net. The College's Strategic Plan includes a key performance indicator specific to recruiting qualified and diverse applicants. The college's Human Resources staff is attending academic and private sector recruitment fairs. These changes were made in order to connect with a more diverse population of potential candidates. The Human resources staff have recently completed a redesign of the employment webpage along with the implementation of more proactive recruitment tools for communicating with potential candidates.

Does your institution implement employment incentives to attract Native 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 Native American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).**

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of Native 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.

**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 Native American Employment Plan.**



Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Harold Washington College**

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

Yes

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Harold Washington College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Harold Washington College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Harry S. Truman College**

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

Yes

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Truman College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Truman College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Kennedy-King College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**



Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Kennedy-King College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Kennedy-King College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Malcolm X College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	5	18	0	0

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Malcolm X College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Malcolm X College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Olive-Harvey College**

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

No

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Olive-Harvey College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Olive-Harvey College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias

training/materials in advance of applicant screening.

- 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Richard J. Daley College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**



Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Daley College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Daley College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**City Colleges of Chicago – Wilbur Wright College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Wright College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Wright College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase the Native American 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. Search committee members receive implicit bias training/materials in advance of applicant screening.
- 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 Native American employees such as any of the following (please select all that apply):

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

- WR provides self-development training in many depts
- FT employees able to take classes at our colleges
- Tuition reimbursement available to many FT employees
- Prof dev funds available to many employees to advance knowledge, skills, and/or abilities as related to job function

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**College of DuPage**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

No internal studies for a specific racial or ethnic group recruitment are conducted however HR monitors all diversity recruitment and departures at the college.

Please provide recommendations for increasing the number of Native American teaching/administrative

staff at your institution.

The College proactively advertises all recruitment postings to these diversity sites, HigherEdJobs.com and diversity inclusion emails, AsiansInHigherEd.com, BlacksInHigherEd.com, HispanicsInHigherEd.com, AdjunctNation.com, HBCU.com, InsideHigherEd.com, Diversityjobs.com

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

None / Not applicable

**For Native 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 have access to professional development funds each year to use for career progression activities such as conferences, training and tuition.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

Yes

If the previous response indicated the institution has a Native American Resource Center (NARC) does the center have a Director or Coordinator that can help address the needs of Native 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 a Native American Resource Center and a Director or Coordinator for that NARC please provide a YES/NO response to the following questions regarding the NARC 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.)

Is the center Director/Coordinator Native American?	NO
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Native American Employment Plan Report  
Fiscal Year 2023

Does the center Director/Coordinator assist in the recruitment of Native American students?	NO
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**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**College of Lake County**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The budget for diversity recruitment initiatives for diverse faculty, administrators and staff is part of our general recruiting budget. Twenty-five to thirty percent of the recruiting budget is spent on diverse recruiting 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The College utilizes applicant tracking demographic data to evaluate the diversity recruitment of applicant pools. Recruitment strategies are developed for groups that are underrepresented. Exit interviews and turnover reports are conducted to obtain information for identifying actions necessary for improvement.

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

Our mission for employee success is to be innovative and value-driven in supporting the college in our students' success through developing and encouraging employees of all backgrounds on their journey towards achieving personal, professional growth and success through experiences which promote a sense of belonging and community. The First Year Experience for every employee is one example of that work developed by employees, which includes various learning and networking opportunities throughout their first year. I Belong, You Belong, We Belong!

The Faculty Success Framework illustrates the fundamental elements of a faculty member's career at CLC. Its purpose is to support a culture of continual faculty development and to provide full but flexible paths for faculty to both consistently contribute to student success efforts and cultivate professional fulfillment. Our Guiding Principles for Teaching and Learning Excellence (CLC CARES) outline the qualities we expect CLC faculty will exemplify in their professional and pedagogical engagement with students.

The College's strategic plan addresses equity and diversity in hiring, retention, talent management and compensation and benefit practices. The College routinely conducts reviews of all employment processes for compliance and improvement opportunities.

Hiring committees are required to go through training which includes training on hidden biases and cultural competency.

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

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

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

Employees with career ladder enhancement

Yes

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

The College provides professional development opportunities through our career development, tuition support, staff training and development, career path identification and leadership development.

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 an above-market career development program, tuition reimbursement, and tuition waiver to eligible employees for enrollment in career path-directed coursework at educational institutions.

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

Yes

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

The College provides opportunities for professional development to faculty and staff to enhance skill sets and eligibility for promotion. Our focus is to create success for every employee to achieve academic, career and personal goals.

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Danville Area Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Diversity plan.

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

Continue recruiting for a diverse pool of applicants.

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

Mentorship of a new Native American Faculty

**For Native 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 provided with a tuition reimbursement plan and professional development.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Elgin Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

We conduct exit interviews and climate surveys

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

Increase the candidate pool

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

Job Fairs

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Harper College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	20
Total Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The total amount budgeted to recruit for diverse populations, including Native Americans, was \$21,937.85.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the



institution?

While Harper does not conduct internal studies on recruitment of Native American employees, the College is placing increasing emphasis on the recruitment and retention of people from underrepresented groups, including Native Americans. Diversity statistics are created at each step of the faculty and administrator search process to inform hiring managers. Exit interviews are conducted electronically with departing employees and the reasons for leaving are assessed.

At present, reports are given to the Board of Trustees regarding recruitment, but these are informational only

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

The college has created a diversity recruitment plan. The college will continue to advertise in diversity-specific venues to attract Native American faculty and staff. The college will also continue to mandate training classes for all employees who plan to participate in supervisory, faculty or administrator searches so that they can be educated on diversity issues, legal compliance, and cultural competency in the hiring process. Continually review and update the College Website to continue to create a more welcoming environment and to encourage individuals from underrepresented groups to apply. Continue to maintain and expand the Diverse Faculty Fellow program to increase the number of individuals from underrepresented groups who become employees.

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

Mentorship of a new Native American Faculty

**For Native 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".)**

Native American faculty and staff are provided with professional development dollars ranging from \$250 - \$2,700, based on employment classification, to enhance their skill sets and eligibility for promotion. Online course and workshops are available

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

No

**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 Native American Employment Plan.**

**Does your institution currently have a Native American Resource Center?**

Yes

If the previous response indicated the institution has a Native American Resource Center (NARC) does the center have a Director or Coordinator that can help address the needs of Native 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 a Native American Resource Center and a Director or Coordinator for that NARC please provide a YES/NO response to the following questions regarding the NARC 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.)

Is the center Director/Coordinator Native American?	NO
Does the center Director/Coordinator assist in the recruitment of Native American students?	NO

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Heartland Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Work of the previously convened presidential task force on diversity and inclusion identified employment gaps for minority populations. An objective to increase multicultural equity among diverse student and employee populations was identified.

HR will continue to monitor data related to closing the employment gap for Native American employees, among other populations.

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

At the highest level, the College has adopted a revised Strategic Plan that explicitly establishes Equity, Diversity, and Inclusion (EDI) within the College's Values Statements: "We create a collegial and welcoming culture by taking collective responsibility in the creation, protection, and enhancement of an equitable, diverse, and inclusive campus community." Additionally, the College established a priority to "Create and model a systemic culture of equity, diversity, and inclusion," with related goals to 1.) Reduce barriers to access and equity. 2.) Model antiracist practices within and beyond the college community. 3.) Increase the percentage of employees and students participating in EDI oriented professional development, social awareness, and community engagement opportunities. This revision to the Strategic Plan will inform the culture and practices of the College moving forward.

More specifically, we can focus on broadly posting job opportunities to reach diverse populations, including Native American candidates, and then reducing any bias that impacts how applicants progress throughout the review/interview/hiring stages. Applicant review team members receive training related to fair and equitable hiring practices and bias-related training to help ensure that applicants are advancing proportionally through the talent acquisition process. Strategies for retention of diverse employees can be further developed.

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

None / Not applicable

**For Native 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".)

- Conferences, workshops, and other professional trainings (such as LinkedIn Learning offerings)
- Professional association memberships and publications
- Sabbaticals
- Tuition waiver/support

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Highland Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The College's Affirmative Action Officer does monitor internal reports detailing new hires and departures from the College.

Please provide recommendations for increasing the number of Native American teaching/administrative

staff at your institution.

Highland continues to try different recruitment venues to reach a more diverse candidate pool, including Native American applicants. Following the conclusion of a search, information from applicants, particularly from underrepresented groups, is reviewed to determine how candidates found out about the open position. That data is used to determine where future job openings are posted. We also communicate with other Illinois community colleges to learn about new job posting sites they have used to successfully attract diverse applicants. Highland is also part of a local organization that share recruitment resources to reach a broader applicant base.

In FY24, we plan to begin the process of implementing skills/competency-based hiring for staff positions. Currently position requirements are based on traditional education and experience. These are often based on existing norms and bias and often screen out women and minorities who may have skills but not the stated qualifications. Competency-based recruitment assesses the behaviors, skills and knowledge of candidates, with an emphasis on transferable skills. Highland believes it is important to systemically change how positions are evaluated and posted, and subsequently will open the process to more BIPOC applicants.

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

None / Not applicable

**For Native 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, one-on-one coaching.

\*Tuition waivers for Highland classes are available to full and part-time employees. \*Educational assistance to take classes outside of Highland is available to full-time employees.

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

Yes

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

Highland implemented a Leadership Development Program open to all employees to build skills and competencies within our workforce as well as a succession planning program to develop action plans for individuals to assume critical 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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Central College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

ICC is committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment. The College maintains an Affirmative Action Plan written on an annual basis to reaffirm Illinois Central College is continuing commitment to the principles of equal employment opportunity and affirmative action, to increase and ensure the effectiveness of its programs, and to continue to

monitor and evaluate the results.

The President, as Chief Executive Officer, has the ultimate responsibility for administration of the College's Affirmative Action Plan, including periodic audits of equal employment opportunity practices, establishment of special programs to supplement affirmative action activities, and guidance in handling specific problems, which may arise. The affirmative action progress is reviewed annually with administrative personnel and Board of Trustees.

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

A. Maintaining the Faculty Fellow Program

B. Targeted recruitment of Higher Learning Commission (HLC) qualified minority candidates

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

Yes

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

Mentorship programs are available for non-tenured faculty. Additionally, ICC offers an Online Academy for tenured and non-tenured employees to learn classroom management, improving student learning, and teaching philosophy.

Self-development training

Yes

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

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

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of Native 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.

**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 Native American Employment Plan.**



Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Eastern Community Colleges – District Office**

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

No

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review from our legal counsel.

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

n/a

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Eastern Community Colleges – Frontier Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	6	99	0	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review from our legal counsel.

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

n/a

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Eastern Community Colleges – Lincoln Trail College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	8	86	0	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review from our legal counsel.

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

n/a

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Eastern Community Colleges – Olney Central College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	25	109	0	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review from our legal counsel.

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

n/a

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

None / Not applicable



**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Eastern Community Colleges – Wabash Valley College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	14	100	0	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review from our legal counsel.

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

n/a

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Illinois Valley Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

N/A

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

We annually review all demographics to ensure that we are properly recruiting and advertising with minorities in mind. All employees receive training prior to serving on a search committee. In this training the institution's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed.

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

IVCC's Board of Trustees has adopted an Affirmation Action Policy. The Equal Employment Opportunity statement is incorporated in the following publications and forms: Leases, purchase orders, contracts, college catalog, faculty handbook, administrative procedures and all job postings.

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

None / Not applicable

**For Native 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".)

Tuition waiver & reimbursement, continuing education classes, employee development day. Reimbursement for professional development (conferences/workshops; membership in professional organizations; purchase of books, subscriptions, and publications)

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

No

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

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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**John A. Logan College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	13
Total Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

A \$3,000 budget was allocated for recruitment efforts, including the JALC website, Indeed, HigherEdJobs.com, DiversityJobBoard.com, and LinkedIn.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native

American employees, and have committees that monitor employment or departure of employees from the institution?

JALC works with the Diversity Committee, Institutional Research, and the human resources department.

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

Participating in job fairs, community events and networking along with posting vacancies on more diverse job boards.

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

Community Linkages      Staff Employment Recruitment Plan

**For Native 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".)

Per the faculty contract, specific dollars are allocated to enhance and develop new skill sets. Money is used at the employee's discretion.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**John Wood Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	22	117	0	0

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

A Human Resources representative is present during the selection process. Exit interviews are conducted by Human Resources. Additionally, reports regarding employment and departure of employees are given to administration for review.



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

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

Qualified associate faculty may apply for full-time faculty positions when available. Full-time faculty are on a tenure track.

Employees are encouraged to apply for any open positions they are qualified for.

Self-development training

Yes

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

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

Faculty and associate faculty can participate in Faculty Senate.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Joliet Junior College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
Total Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

JJC has a designated budget for recruitment. JJC supports diversity and inclusion through a number of initiatives and efforts; using strategic and targeted recruitment sources, attending diversity job fairs, and alignment w/the College's DEI plan.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The college conducted a cultural climate survey in 2019 to gather information from staff, faculty and students. This survey was used to develop the current DEI plan in which goals and objectives were formulated to address feedback from the survey. The college periodically conducts the PACE survey, most recently in SP2020, SP2021, and SP2022, SP2023 utilizing the diversity subscale questionnaires in its surveys. The College routinely runs metric reports which monitor applicant yield, provides demographic information on hiring/retention and helps shape initiatives and recruitment strategies.

To ensure a fair and equitable hiring process for all candidates, HR staff, as well as administrators and other hiring personnel receive "search committee" training prior to serving in a hiring (or recommendations) capacity. In this training, the College's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed.

As a hiring manager is preparing for a search, they consult with the Talent Acquisition Team who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools and train the search/hiring individuals 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 reviewed by a member of the HR team, or the search may be canceled.

The importance of the College's DEI plan is stressed to all managers and is to be utilized when conducting any search.

Additionally, exit interviews are conducted with HR and the exiting employee. Attrition is analyzed collectively and individually and shared with key leaders.

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

Efforts to address underutilization include using targeted recruitment sources, attending diversity fairs, hosting inclusion events open to JJC and the public as well as other initiatives as directed by the College.

JJC developed and implemented outreach campaigns and recruitment strategies targeting minority populations. Developed a marketing strategy to increase JJC employment brand awareness. Incentive recruitment/referral program for employees.

Collaboration with hiring managers and faculty on efforts to draw diverse talent.

Leverage internal relationships with Student Services and Career Services for targeted outreach campaigns; connect with local chamber of commerce, economic development groups, churches and non-profit groups serving populations with disabilities, women and veterans. Leverage targeted distribution lists, associations and targeted journals for targeted recruiting.

Human Resources & DEI analyze efforts regularly, measuring effectiveness of initiatives and key performance indicators, including comparative analysis of minority applications/hires between fiscal years, turnover/retention metrics, application yield from recruitment sources and any other measurement/assessment tools.

Addition of the following statements to all job descriptions:

#### Minimum Qualifications

1. Ability to establish and maintain cooperative and effective working relationships with other members of the college and community, displaying cultural competence as well as emotional intelligence.
2. Demonstrated commitment to the college's core values of respect and inclusion, sustainability, integrity, collaboration, humor and well-being, innovation and quality.

#### Preferred Qualifications

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Fiscal Year 2023

1. English and Spanish verbal and written communication proficiency.
2. Demonstrated multicultural competence.

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

**For Native 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 participate in self-development and professional development activities. The college allocates financial resources in each department as well as institutionally and offers various formal and informal training programs.

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

Yes

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

Accessibility to training, professional development, shared governance model encourages diversity among committee members. Initiatives such as a formal mentoring program.

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Kankakee Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

n/a

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

Yes, KCC conducts internal studies in the form of exit interviews with all departing full time employees. This information is compiled by the Director of HR and shared with the President's Cabinet. As part of the Equity, Diversity, and Inclusion Assessment Plan, the college has an EDI Planning Team that acts as a catalyst in building a more diverse and inclusive working environment, as well as recommending goals and action plans to the administration in alignment with the college's mission and strategic plan. Specifically, the EDI team is focusing on increasing the diversity in candidate pools, retaining faculty and staff, and maintaining employee satisfaction related to inclusion, respect, and sensitivity.

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

Identifying additional employee recruiting and advertising sources and locations; tracking the demographics of applicants, interviews, and new hires, revising the exit interview form; performing a GAP analysis of separation/termination data; and reaffirming identified questions in the Employee Satisfaction Survey & analyzing the results.

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

None / Not applicable

**For Native 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".)**

KCC offers a Leadership Development Program designed for those interested in making the investment of their time and efforts with the college's support to enhance leadership skills that will serve the college community for years to come.

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

No

**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 Native American Employment Plan.**

**Does your institution currently have a Native American Resource Center?**

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Kaskaskia College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

N/A

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

As a college situated in a rural setting, our recruitment strategies have evolved to cast a wider net and enhance our effectiveness in fostering diversity and inclusion. Recognizing the evolving landscape where traditional advertising methods, such as local newspapers, may not reach a broad spectrum of candidates, we have expanded our outreach. In response to changing readership patterns and to ensure inclusivity, we have diversified our recruitment approach. While recognizing the importance of local newspapers, we have now broadened our efforts by leveraging various platforms. This includes optimizing the College website, engaging the campus community through bulletin boards, and collaborating with community partners to disseminate information.

Moreover, in alignment with our commitment to diversity, we have strategically re-evaluated our recruitment channels. Human Resources has undergone a reorganization, implementing targeted restrictions to ensure a more focused and strategic use of resources. A key component of this approach involves a nuanced utilization of social media, engaging the campus community to amplify our outreach efforts. By fostering a collaborative approach and promoting posts across diverse networks, we aim to attract a broader range of qualified candidates.

Furthermore, recognizing the need for specialized outreach, we have adopted a more strategic approach to job postings. In addition to traditional channels, we are now actively utilizing subject matter expert job posting sites. This includes platforms like the Illinois Job Network and Higher Ed Jobs, which are widely accessed by job seekers in Illinois. This strategic shift not only enhances the visibility of our vacancies but also contributes to more targeted and effective searches, ensuring a diverse and qualified candidate pool.

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No



**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Kishwaukee College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Kishwaukee College utilizes PeopleAdmin, a recruitment and hiring platform that encourages applicants to self-identify race. The data relevant to our minority applicants and employees is monitored, analyzed and shared with stakeholders across campus. Recruitment strategies are developed for underrepresented groups. Check-ins and exit interviews are also conducted to identify areas that need improvement to increase recruitment and retention. The

Native American Employment Plan Report  
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College utilizes a standard recruitment and hiring process to ensure diverse candidates meeting minimum qualifications are reviewed. Exception processes for applicants require justification and approval for non-interviewing and/or selection of diverse candidates

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

The College continues to focus on attracting and retaining Native American employees. We continue to explore opportunities to grow our own faculty and staff. A continued effort for dedicated marketing and employment opportunities along with ongoing professional development and mentoring to increase employee retention and growth.

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

**For Native 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 has a budget that is allocated to staff development sessions campus wide and individually, speakers, training and learning platforms such as LinkedIn Learning as well as tuition waivers and reimbursements

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

Yes

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

Career goals are discussed with employees during their annual evaluation to help facilitate and support employees seeking advancement and 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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Lake Land College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

A demographic questionnaire is optionally provided from to all applicants.  
HR reviews these responses from each applicant pool.

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

Broad recruitment efforts using online and diverse recruitment venues

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

None / Not applicable

**For Native 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 development either in house or utilizing outside sources

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Lewis and Clark Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The college continues to utilize PeopleAdmin, a computer generated software program designed for Higher Education that encourages self-identification of all applicants regarding race. Additionally, the College has an HR Onboarding 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 reviews the credentials of all the Native American applicants who meet the minimum requirements of the position for which the prospective employee applied. All such applicants are specifically defined as minority applicant for the viewing of all hiring committee members prior to the interview process. Qualified and reviewed minority applicants are all referred to hiring committee chairs by the Specialist when appropriate.

The Specialist is responsible for reviewing all open postings. She then assesses all minority applicants who meet minimum requirements of the position and makes recommendations for interview to the HR Director and/or hiring committee chairs when appropriate.

As noted above, surveys for monitoring the recruitment and retaining of Native American employees exists through software utilized by the Specialist. The College does not currently engage campus-wide committees that study or monitor the recruitment or retaining of such employees. However, the College is currently undergoing executive level discussions on re-structuring that involve the creation of a high-level position that will lead in Diversity and Inclusion initiatives across student and employee frameworks on campus. Enhancing the recruitment and retainment process of minority employees would certainly be a key function of any such new position that the College considers with the expectation that additional resources to do so would be made available.

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

The composition of the College district is represented by less than 1% Native-American. As such, the College continues to maintain an interest in increasing representation of Native-American employees throughout all divisions of our workforce in order to, at minimum, meet those comparison benchmarks within our workforce. Currently, the College's workforce consists of representative percentages that either meet or exceed at these levels.

Most of the College's job openings are posted via PeopleAdmin; this links all of our postings to Indeed, Glassdoor, Simplyhired and Zip Recruiter as well as diversifying the College brand and job openings across multiple social media platforms so that we are not only casting a regional, bi-state net, but in some cases we are also casting a nationwide net for positions on campus. Our Human Resource Onboarding Specialist notifies the hiring committee chairperson of all qualified applicants and further details any applicants who self-identify as Native American. These applicants' applications are carefully considered by the search committee. Inclusion is valued among campus faculty, staff and students as evidenced by the results of the recent survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive. The Human Resources department is actively engaged in seeking best practices from other institutions that utilize other recruiting platforms and software programs to attract more Native American candidates.

The College is actively considering the addition of an elevated position within the leadership structure that focuses on the recruitment and retainment of minority employees on both the academic and support side of the institution. In addition to concentrating on enhancing the current structure focused on D&I initiatives, the College will ideally be considering the diversification of budget and resources to supplement in this area.

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

None / Not applicable

**For Native 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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Lincoln Land Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

LLCC has a budget for advertising position vacancies to all groups and at all position levels. For FY2023, LLCC spent \$90,825.13. Of this amount \$5,649.00 was spent on advertising to underrepresented groups and minorities.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native



American employees, and have committees that monitor employment or departure of employees from the institution?

LLCC's Human Resources office reviews the demographics of applicants, interviewees and new hires in relation to the EEO 4/5ths rule. Additionally, employees who separate from LLCC are provided an exit interview. Those results are reviewed by leadership and the data is kept and reviewed to see trends over time.

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

Programs at colleges and universities that would guide students toward a career at a community college would be extremely beneficial for the student and the many community colleges across the state. It would generate a pool of educated and trained professionals for our industry and the program could help ensure the diversity of the students.

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

None / Not applicable

**For Native 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".)

Staff members can have regular tuition and fees associated with LLCC credit courses waived upon successful completion of course. Additionally, all staff members have access to funds of up to \$3,000 annually and there are professional development days

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**McHenry County College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

MCC conducts internal review of applicant and employment data through its ATS and HRIS/ERP systems, and trains its search committees on diversity and specific Native American needs. Native American-specific data regarding applicants and employees and their departures is monitored and distributed to relevant stakeholders throughout the college community.

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

MCC continues to educate and engage all MCC stakeholders in the College's ongoing diversity, equity, belonging and inclusion (DEBI) initiatives. Our strategy includes targeting new applicant pools by utilizing diversity-focused print, digital and social media channels, and analyzing outcomes. Expand training for hiring committees and staff on sourcing opportunities and DEBI principles.

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

None / Not applicable

**For Native 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".)

MCC provides tuition waivers for classes at MCC, and tuition reimbursement for completed courses taken elsewhere. Internal leadership development, and external professional development are offered and there is a compensation incentive for them.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Moraine Valley Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Moraine Valley has advertised in general diversity focused publications for the recruitment of diverse employees, including Native American, with a budget of over \$20,000.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native

American employees, and have committees that monitor employment or departure of employees from the institution?

Moraine Valley does internal surveys for monitoring the recruitment and retention of Native American employees. Moraine Valley conducts employee engagement surveys and also performs exit interviews for departing employees. Additionally, surveys of training courses offered internally are evaluated by participants via surveys.

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

Moraine Valley should continue and increase recruitment and outreach efforts within Native American communities. HR plans to implement diversity training for hiring committees to enhance diversity, equity and inclusion efforts.

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

Community Linkages      Mentorship of a new Native American Faculty

**For Native 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".)

Courses are offered via the Center for Teaching and Learning in which faculty and staff may self-enroll to enhance personal and professional development. The college provides numerous opportunities to staff and faculty for professional development.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Morton College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$60, 000 was the recruitment budget for FY2023. Monies are used to advertise to diversity job boards, participate in diversity job fairs, and increase diversity, equity and inclusion education across the college (training, activities, etc.)

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Yes. Human Resources tracks turn-over of all employees at Morton College. In addition, Morton College is in partnership with ILEA to look at equity gaps and determine active measures to increase employment visibility for Native Americans at Morton College.

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

Morton college:

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Can identify better robust list of diversity websites to market faculty/administrative positions.  
Identify diverse social networks to attend and represent Morton College  
Attend diversity job fairs specifically for Native Americans  
Evaluate hiring practices and educate chair committees around diversity initiatives.  
Recruit diverse pool of adjuncts and career path adjuncts for future full-time faculty and admin roles at Morton College  
Improve onboarding process for all adjuncts, especially, Native Americans, adjuncts and provide mentorship programs.

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

Staff Employment Recruitment Plan

**For Native 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".)

Tuition waivers and reimbursement packages are available for employees interested in career promotional opportunities. These packages allow employees to take additional classes, webinars, seminars to enhance career goals.

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".)

Morton College works with Vector solutions that offers employees the opportunity to take various online classes. Leadership classes are offered throughout the year at Morton College. Morton hosts professional development day for all employees.

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

Yes

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

Positions are posted internally for internal employees to apply first. Annual reviews are given to encourage self-development and encourage employees to enhance skills. Employees are eligible for tuition waivers/tuition reimbursement.

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Oakton Community College**

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

Yes

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$15,000 in FY23 on advertisement including: Diverse Jobs, IMDiversity, Chicago Diversity, Minority Nursing, Inside Higher Ed, The Chronicle of Higher Education, Higher Ed Jobs Inc, and Tribal College Journal.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native



American employees, and have committees that monitor employment or departure of employees from the institution?

Yes, the College conducts national and regional searches to fill all administrative, staff and full-time faculty openings. Oakton places great value on embracing diversity and advancing equity. Oakton sets and pursues annual affirmative action goals that reflect the diversity of the Oakton district and the college's enrollment profile. The College prides itself in building a remarkably diverse executive leadership staff, which is attributed to the College's commitment from the top and an infused commitment to diversity and equity within the institution's mission and strategic goals. Human Resources has developed cultural competency workshops used to train all search committee members bias in the hiring process, diversity sensitivity and effective interviewing techniques. Attendees are certified as able to serve on search committees. Designated HR staff meets with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues. We maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program. Additionally, we engage in exit interviews when possible to gather and collect data on an employee's time at Oakton.

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

- We conduct broad, wide, and deep searches for Native American applicants.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- We clearly communicate commitments to affirmative action and employment goals to each search committee.
- We monitor the activities and progress of search committees and supervising administrators.
- We maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College.

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

None / Not applicable

**For Native 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".)

Funds are available to employees for prof. development, training, conferences, etc. Our Center for Prof Dev provides many opportunities for prof. development for all staff. Education reimbursement is available for furthering educational pursuits.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Parkland College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	16
Total Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

**For Native 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 for professional development through the college's community education department. Tuition waivers for the college's credit courses. Free access to online professional development courses through LinkedIn Learning.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Prairie State College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

No

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

N/A

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

All positions require search committees. Additionally, PCS's Affirmative Action officer monitors all candidate searches and lists. Exit interviews are also conducted and HR reviews the departing responses for trend data.

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

Prairie State College embraces and encourages diversity in the workplace. The college publishes available positions and recruits talent via national avenues. Networking opportunities should be developed when possible to increase the opportunities of Native American employees at the institution.

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

None / Not applicable

**For Native 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

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 Native American employees to report for your institution?

Yes

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

The college provides tuition reimbursement for employees looking to advance their educational levels. The college also provides professional development opportunities both internal and external. This initiative is available 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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Rend Lake College**

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

No

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of Native Americans. Job postings are made as broadly as possible to try and reach as many qualified minorities as possible. The local population does not include many Native Americans, so recruiting and surveying would be difficult and meaningless with limited data.

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

The college continues to advertise in a variety of venues to try and reach a diverse population. We have programs in place in the local high schools trying to reach minorities and encourage them to seek post secondary education to hopefully increase the applicant pool in the future.

Does your institution implement employment incentives to attract Native American employees such as any

of the following (please select all that apply):

Staff Employment Recruitment Plan

**For Native 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 pursue self-development and professional development opportunities. We offer free tuition for employees and some tuition reimbursement for higher education opportunities.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No



**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Richland Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	0	14	0	0

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We post of diverse job boards in addition to our main job boards.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

no, but HR is going to implement the tracking of diverse applicants.

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

Post on Diverse job boards & internal recruitment of Native American student to become employees.

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

None / Not applicable

**For Native 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 for all Faculty.

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

Yes

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

We post of diverse job boards have current employees recruit diverse candidates.

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Rock Valley College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	160	243	2	1

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

No.

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

HR Talent Acquisition Specialist stays in contact and works with account managers of the following agencies who focus and work with diverse individuals regarding announcements of positions:

- WorkplaceDiversity.com
- HigherEd Jobs
- Indeed
- Monster
- Glassdoor
- Linked In

HR Talent Acquisition Specialist works with diverse committees in the community to make potential candidates aware of our employment opportunities. They also attend job fairs and other events to promote these opportunities.

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Professional development opportunities are offered to employees, in addition to interdepartmental training opportunities. The College offers tuition reimbursement and free tuition for employees who take classes outside and within our institution.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Sauk Valley Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The College provides statistics and educates administrators, hiring supervisors, and committees on the recruitment and retention of under-represented groups which include Native American candidates and employees.

Please provide recommendations for increasing the number of Native American teaching/administrative

staff at your institution.

The College will target advertising to reach under-represented groups in an attempt to increase the number of Native American teaching and administrative staff at our institution.

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

Internships      Mentorship of a new Native American Faculty      Tuition Reimbursement

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Shawnee Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

The Executive Director of Human Resources receives a monthly Employee Profile report that outlines the employee count by employment status, ethnicity, and gender.

The Employee Relations Team reviews the departure of employees from the institution.

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

The College must increase cultural awareness initiatives and develop plans to recruit a diverse pool of talent.

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

None / Not applicable

**For Native 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 can identify training and professional development conferences they would like to attend.

The College offers an education advancement program for employees to move up the salary scale with hours received above a Bachelor's degree.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No



**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**South Suburban College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

South Suburban College 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. Currently SSC has a Diversity, Equity and Inclusion (DEI) Taskforce to develop a strategic plan to address institutional concerns. With the development of this task force, the annual analysis of the current workforce

and utilization data by EEOC category is submitted to the DEI task force for review. Lastly, an exit interview is conducted on all Board-Approved employees. The results of the exit interviews are then shared with the College President.

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

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

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

Mentorship of a new Native American Faculty

**For Native 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 committees. Each committee offers 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Southeastern Illinois College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native American faculty, administrators, or any level job category?

Yes

Provide the FY 2023 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$10,000 was budgeted for all hiring recruitment activities including Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the

institution?

Yes, our human resources department and our diversity committee monitor recruitment, employment, and departure of employees at Southeastern Illinois College.

Please provide recommendations for increasing the number of Native American teaching/administrative staff 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 indeed.com and other online mediums.

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

Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

All employees are eligible to advance their careers through vacant positions.

Self-development training

Yes

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

Professional Development Workshops are held throughout the academic year as well as development opportunities that are provided for faculty and staff who wish to participate.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Southwestern Illinois College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	100	696	0	2

As of June 30, 2023, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	50
Total Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

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 Native American teaching/administrative

staff at your institution.

NA

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through tuition assistance.

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Spoon River College**

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

No

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

No

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

Continue actively recruiting at job fairs and online. Try to engage passive job seekers.

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

None / Not applicable

**For Native 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 Native American employees to report for your institution?

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No



**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Triton College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Triton College does not conduct internal studies or surveys, however, we do monitor weekly applicants that apply to our open positions. With monitoring these applicants we are able to keep track of the different diverse applicants that apply and those that we hire.

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

In order to increase the number of Native American teaching/administrative staff at Triton College, we would advertise on job boards that are specifically based on race. Also provide trainings that brings awareness of bias. Lastly, Triton's hiring committees consist of men and women of all races.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

\* Tuition reimbursement

\* Tuition Waivers

\*Professional Development courses

\*Success Center of Excellence

\*Triton often sends employees to conferences for professional development as well

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

**Native American Employment Plan Survey (SB 0727/P.A. 101-0534)**  
**Fiscal Year 2023**

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

**Waubonsee Community College**

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

No

As of June 30, 2023, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2023, 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 Native 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 Native 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 Native American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Native American employees, and have committees that monitor employment or departure of employees from the institution?

Waubonsee fosters a climate where diversity is valued and makes every effort to cast as wide a net as possible to recruit all job types and to hire the best qualified person for every open position.

Support Staff, FT Faculty and Administrators are all invited to participate in the Exit Interview Questionnaire. Data is

Native American Employment Plan Report  
Fiscal Year 2023

collected and compiled along with the Employee Engagement data received via our annual engagement survey offered to all employees. Insights are gathered by the Employee Engagement Team (Committee) to identify, consider, prioritize and implement opportunities accordingly with our overall strategic plan.

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

The College provides opportunities for engagement, learning, growth, and transformation to foster a diverse, equitable, and inclusive institution. The college is working on developing a Diverse Hiring Plan. The goal of the plan will be to make diversity recruitment deliberate by hiring employees who might not otherwise consider Waubonsee Community College and who can enrich and broaden our community.

Ensure campus commitment to diversity and inclusion is transparent and clear throughout the college.

Increase outreach and networking efforts both internally and externally to promote diversity initiatives.

Review and reconstruct job descriptions and job advertisements to ensure they are free from bias and attract diverse candidates.

Review and analyze EEO and affirmative action data to determine which employee groups are underrepresented, where placement goals exist and increase faculty diversity.

Review and engage new sites and methods for advertising and sourcing diverse candidates.

Create and update, inclusive interview process to ensure candidates are evaluated fairly.

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

Community Linkages      Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition Reimbursement

Certificate and Skills based training

Professional development budgets allowed by department

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

No

**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 Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No



Illinois Community College Board  
Table 6  
UTILIZATION RATE FOR NATIVE AMERICAN FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2023  
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	-0.2%	0.2%	-0.2%	-0.2%	-0.2%	-0.1%
518	Carl Sandburg	1.6%	-0.1%	0.4%	-0.1%	-0.1%	0.4%
508	City Colleges of Chicago	(-0.2%)	(-0.0%)	(0.1%)	(-0.2%)	(0.5%)	(0.0%)
	Harold Washington	NA	NA	NA	NA	NA	NA
	Harry S Truman	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
	Richard J. Daley	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
502	College of DuPage	0.4%	0.0%	0.1%	0.1%	0.7%	0.1%
532	College of Lake County	-0.5%	0.3%	-0.5%	0.9%	-0.5%	0.0%
507	Danville Area	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
509	Elgin	0.2%	-0.6%	-0.6%	-0.6%	-0.6%	-0.5%
512	Harper	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
540	Heartland	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
519	Highland	1.3%	-0.2%	-0.2%	2.2%	3.1%	0.7%
514	Illinois Central	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
529	Illinois Eastern	(-0.2%)	(-0.2%)	(-0.2%)	(-0.2%)	(-0.2%)	(-0.2%)
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
530	John A. Logan	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
539	John Wood	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
525	Joliet Junior	-0.4%	-0.4%	0.2%	-0.4%	1.7%	-0.1%
520	Kankakee	-0.3%	0.4%	-0.3%	-0.3%	-0.3%	0.0%
501	Kaskaskia	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
523	Kishwaukee	-0.2%	-0.2%	0.6%	-0.2%	-0.2%	0.0%
517	Lake Land	-0.1%	-0.1%	0.5%	-0.1%	-0.1%	0.2%
536	Lewis and Clark	1.2%	-0.1%	-0.1%	-0.1%	-0.1%	0.2%
526	Lincoln Land	-0.2%	0.1%	0.7%	0.9%	-0.2%	0.3%
528	McHenry County	-0.2%	0.3%	-0.2%	-0.2%	-0.2%	0.1%
524	Moraine Valley	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
527	Morton	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%
535	Oakton	0.3%	-0.2%	-0.3%	-0.3%	-0.3%	-0.2%
505	Parkland	-0.1%	-0.1%	0.1%	-0.1%	1.7%	0.1%
515	Prairie State	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
521	Rend Lake	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
537	Richland	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
511	Rock Valley	0.9%	0.1%	-0.3%	-0.3%	-0.3%	0.1%
506	Sauk Valley	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
531	Shawnee	-0.1%	0.8%	-0.1%	-0.1%	-0.1%	0.3%
510	South Suburban	-0.3%	0.1%	-0.3%	-0.3%	-0.3%	-0.1%
533	Southeastern Illinois	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
522	Southwestern Illinois	-0.1%	0.2%	0.1%	-0.1%	-0.1%	0.1%
534	Spoon River	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%
504	Triton	0.2%	-0.2%	-0.4%	0.5%	-0.4%	-0.1%
516	Waubonsee	<u>-0.4%</u>	<u>-0.2%</u>	<u>-0.4%</u>	<u>-0.4%</u>	<u>-0.4%</u>	<u>-0.3%</u>
	TOTALS	-0.1%	-0.1%	-0.1%	-0.1%	0.2%	-0.1%

NA = Data Not Available

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census,

SIU-Edwardsville Department of Business\Economics



Illinois Community College Board

Table 7

SUMMARY OF NATIVE AMERICAN FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2023  
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	0	1	0	0	0	1
518	Carl Sandburg	1	0	1	0	0	2
508	City Colleges of Chicago	(2)	(7)	(9)	(1)	(7)	(26)
	Harold Washington	0	0	1	0	0	1
	Harry S Truman	0	0	1	1	0	2
	Kennedy-King	0	0	0	0	2	2
	Malcolm X	0	2	3	0	1	6
	Olive-Harvey	1	0	0	0	1	2
	Richard J. Daley	0	4	1	0	2	7
	Wilbur Wright	0	1	1	0	1	3
	District Office	1	0	2	0	0	3
502	College of DuPage	2	4	2	1	1	10
532	College of Lake County	0	7	0	2	0	9
507	Danville Area	0	0	0	0	0	0
509	Elgin	2	0	0	0	0	2
512	Harper	0	0	0	0	0	0
540	Heartland	0	0	0	0	0	0
519	Highland	1	0	0	1	1	3
514	Illinois Central	0	0	0	0	0	0
529	Illinois Eastern	(0)	(0)	(0)	(0)	(0)	(0)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	0	0	0	0	0
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	0	0	0	0
	District Office	0	0	0	0	0	0
513	Illinois Valley	0	0	0	0	0	0
530	John A. Logan	0	0	0	0	0	0
539	John Wood	0	0	0	0	0	0
525	Joliet Junior	0	0	2	0	2	4
520	Kankakee	0	1	0	0	0	1
501	Kaskaskia	0	0	0	0	0	0
523	Kishwaukee	0	0	1	0	0	1
517	Lake Land	0	0	2	0	0	2
536	Lewis and Clark	2	0	0	0	0	2
526	Lincoln Land	0	1	2	1	0	4
528	McHenry County	0	2	0	0	0	2
524	Moraine Valley	0	0	0	0	0	0
527	Morton	0	0	0	0	0	0
535	Oakton	1	1	0	0	0	2
505	Parkland	0	0	1	0	1	2
515	Prairie State	0	0	0	0	0	0
521	Rend Lake	0	0	0	0	0	0
537	Richland	0	0	0	0	0	0
511	Rock Valley	2	1	0	0	0	3
506	Sauk Valley	0	0	0	0	0	0
531	Shawnee	0	1	0	0	0	1
510	South Suburban	0	1	0	0	0	1
533	Southeastern Illinois	0	0	0	0	0	0
522	Southwestern Illinois	0	2	1	0	0	3
534	Spoon River	0	0	0	0	0	0
504	Triton	1	1	0	2	0	4
516	Waubonsee	0	1	0	0	0	1
	TOTALS	14	31	21	8	12	86

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.  
SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data



Illinois Community College Board

Table 8

SUMMARY OF TOTAL FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2023  
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	133	233	137	74	43	620
518	Carl Sandburg	58	110	173	5	11	357
508	City Colleges of Chicago	(900)	(1,583)	(1,498)	(451)	(736)	(5,168)
	Harold Washington	131	271	181	67	51	701
	Harry S Truman	96	231	265	109	85	786
	Kennedy-King	88	121	138	67	145	559
	Malcolm X	145	287	254	53	106	845
	Olive-Harvey	75	128	128	43	149	523
	Richard J. Daley	84	240	128	45	118	615
	Wilbur Wright	113	300	159	52	77	701
	District Office	168	5	245	15	5	438
502	College of DuPage	282	1,400	524	314	108	2,628
532	College of Lake County	242	848	414	142	106	1,752
507	Danville Area	99	49	112	37	20	317
509	Elgin	248	500	233	148	74	1,203
512	Harper	325	717	334	191	95	1,662
540	Heartland	171	381	314	27	10	903
519	Highland	66	123	71	41	30	331
514	Illinois Central	236	418	400	109	102	1,265
529	Illinois Eastern	(204)	(278)	(216)	(46)	(52)	(796)
	Frontier	34	97	44	10	6	191
	Lincoln Trail	27	41	52	8	15	143
	Olney Central	50	72	33	11	12	178
	Wabash Valley	47	68	51	11	15	192
	District Office	46	0	36	6	4	92
513	Illinois Valley	84	181	111	48	19	443
530	John A. Logan	96	129	87	55	46	413
539	John Wood	63	117	53	35	16	284
525	Joliet Junior	207	815	358	130	96	1,606
520	Kankakee	97	144	100	51	21	413
501	Kaskaskia	93	229	76	34	36	468
523	Kishwaukee	68	138	126	23	22	377
517	Lake Land	124	178	352	75	32	761
536	Lewis and Clark	148	322	69	172	19	730
526	Lincoln Land	183	383	238	95	53	952
528	McHenry County	137	433	105	90	7	772
524	Moraine Valley	202	572	242	177	70	1,263
527	Morton	91	146	98	32	31	398
535	Oakton	165	663	335	44	71	1,278
505	Parkland	177	336	420	45	55	1,033
515	Prairie State	115	269	129	182	30	725
521	Rend Lake	85	110	114	28	59	396
537	Richland	98	126	95	25	17	361
511	Rock Valley	160	243	149	102	32	686
506	Sauk Valley	64	128	56	36	23	307
531	Shawnee	47	115	49	21	4	236
510	South Suburban	103	255	116	51	25	550
533	Southeastern Illinois	50	100	61	14	4	229
522	Southwestern Illinois	100	696	381	31	103	1,311
534	Spoon River	45	85	66	25	6	227
504	Triton	159	701	252	225	78	1,415
516	Waubonsee	176	454	326	168	85	1,209
	TOTALS	6,101	14,708	8,990	3,599	2,447	35,845

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category  
SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data



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