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**AFRICAN AMERICAN EMPLOYMENT PLAN  
REPORT**

**FISCAL YEAR 2024**

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## INTRODUCTION

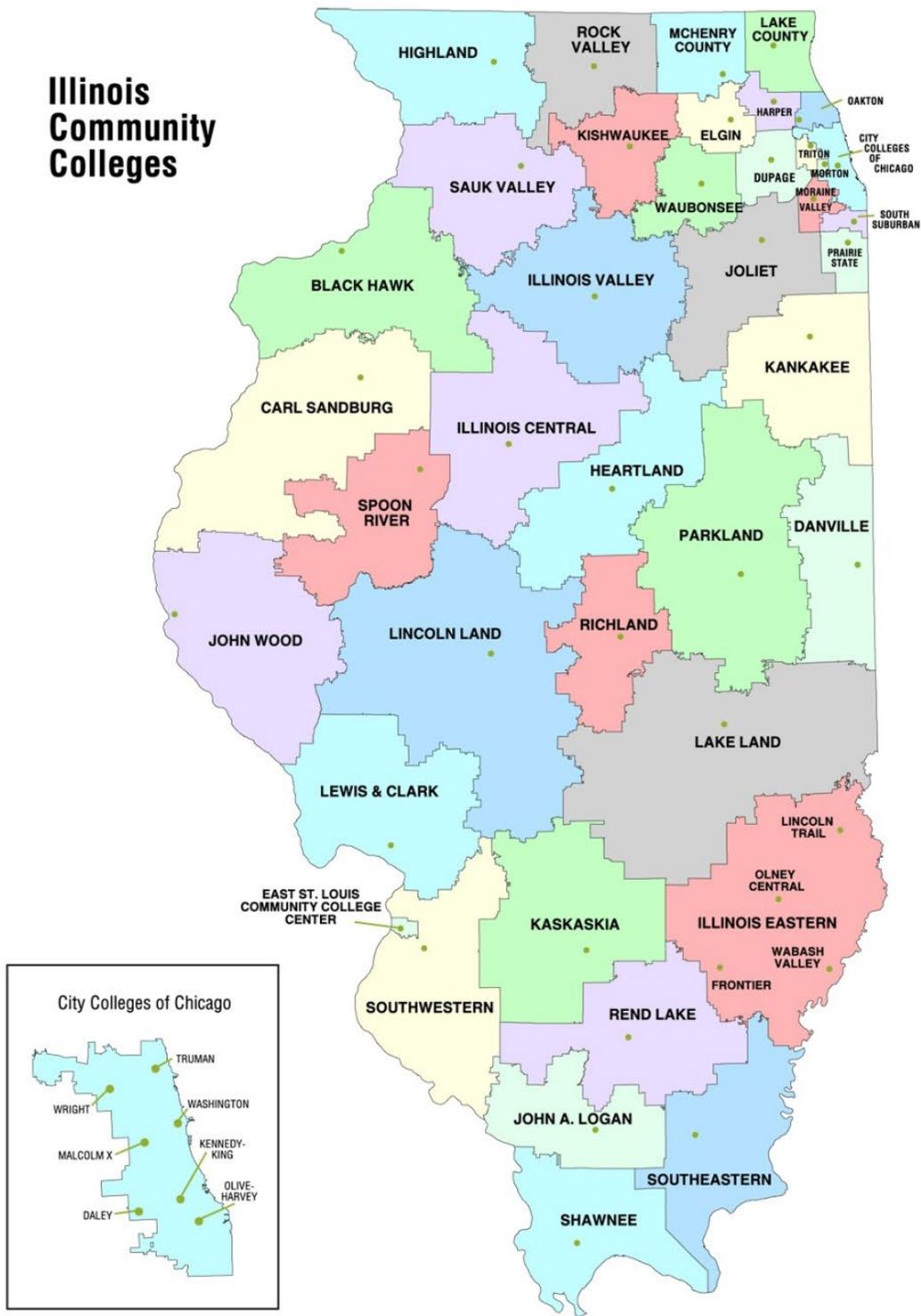
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The enclosed materials contain fiscal year 2024 (July 1, 2023 through June 30, 2024) responses from Illinois' public Community College System to the *African American Employment Plan Survey* ([Public Act 096-1341](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of African American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2024 is the fifteenth year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 45 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 African American. The report compliments the Equity Plans initiative ([Public Act 102-1046](#), effective 2022), which requires state public universities and community colleges to create and implement equity-focused plans and practices. It also addresses the reporting requirements of the [Board of Higher Education Act](#) (Sec. 9.16), aimed at improving access, retention, completion, and student loan repayment rates for traditionally underrepresented groups, including minorities, rural and adult students, women, individuals with disabilities, first-generation students, and low-income students. Other complementary initiatives are the *Asian American Employment Plan Survey* ([Public Act 097-0856](#)), the *Native American Employment Plan Survey* ([Public Act 101-0534](#)), 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 Asian Americans, Native Americans, and Hispanics at local community colleges. Recent editions of the [Equity Plan data](#) and the *African American, Asian American, Native American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *African American Employment Plan 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



Effective in fiscal year 2025, Illinois Eastern Community Colleges was centralized for reporting as a single college district with four campuses (Frontier, Lincoln Trail, Olney Central, and Wabash Valley).

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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 12.55 million in 2023 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 [2024 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 1.0 percent between 2000 and 2023. The state population, however, decreased 2.2 percent between 2010 and 2023, and 2.1 percent between 2020 and 2023. Illinois' 2023 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 2023, as the percent of Caucasians decreased from 73.5 percent to 65.8 percent of the population ([U.S. Census 2000 Illinois](#), [U.S. Census 2020 Illinois](#), and [2024 Index of Need](#) Table 1).

|  |
|--|
| Minority populations were responsible for Illinois' overall population growth from 2000 to 2023. |
|--|

The race/ethnicity data collection methodology changed for the 2000 census and changed again for the 2020 census. The 2023 state census data showed that 7.5 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/Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2023 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,383,285 in 2023 ([U.S. Census 2000 Illinois](#) and [2024 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2023 was Hispanic/Latino. Compared to 2000, African American counts in 2023 decreased from 15.1 percent to 13.8 percent, whereas Asian American counts increased from 3.4 percent to 5.8 percent, Native American from 0.2 percent to 0.4 percent, and Hispanic/Latino from 12.3 percent to 19.0 percent.

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

|       | <i>White/<br/>Caucasian</i> | <i>African<br/>American</i> | <i>Asian*<br/>American</i> | <i>Native<br/>American</i> | <i>Some Other<br/>Race**</i> | <i>Hispanic/Latino***<br/>(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%                                      |
| 2023  | 65.8%                       | 13.8%                       | 5.8%                       | 0.4%                       | 14.0%                        | 19.0%                                      |

\*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) & 2024 Index of Need, Table 1.

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

Overall in fiscal year 2024, minority students accounted for 53.3 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications align with State of Illinois collection

African American students—54,550 in fiscal year 2024—constitute the second largest minority group enrolled in the Illinois Community College System.

and reporting standards per [Illinois Public Act 103-0414](#), effective January 1, 2024, which expanded the race/ethnicity classifications to include a distinct Middle Eastern or North African classification. Fiscal year 2024 data show that minority representation increased from the prior year (fiscal year 2023 = 50.3 percent). Fiscal year 2024 results are above the five-year average (49.3 percent). Students identifying themselves as Hispanic students (now numbering 122,872) 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—54,550 in fiscal year 2024—constitute the second largest minority group in the latest data. Asian American students—24,447 in fiscal year 2024—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2024 proportionate representation by Hispanic students was higher in comparison to the prior year (29.4 percent in fiscal year 2024 versus 27.5 percent in fiscal year 2023). The fiscal year 2024 African American student proportional representation was also higher in comparison to the prior year (13.0 percent in fiscal year 2024 versus 12.6 percent in fiscal year 2023). Over the longer term—over the past five years—an increase in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander (+78.2 percent), U.S. Nonresident (+26.0 percent), Two or More Races (+10.7 percent), Hispanic (+6.1 percent), Asian American (+4.3 percent), and Native American (+2.4 percent), while a decrease was noted among students identifying themselves as African American (-7.1 percent).

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 (74.1 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2024, Hispanic students accounted for nearly one-half of Adult Education enrollments and African American students for one-fifth of those enrollments (47.4 percent and 19.9 percent, respectively). Additionally, minority students

accounted for approximately four out of every five (82.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2024. Hispanic students accounted for nearly two-thirds (62.3 percent) of the community college ESL students, followed by Asian American students (8.2 percent) and African American students (6.2 percent).

**Table 2**  
**Fiscal Year 2024 Minority Students Enrolled in Adult Education and English as a Second Language Programs**

| <i>Program</i>   | <i>African American</i> | <i>Hispanic/Latino</i> | <i>Asian American</i> | <i>U.S. Nonresident</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Middle Eastern/North African</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|------------------|-------------------------|------------------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------------------|--------------------------|--------------------------|
| <b>ABE/ASE %</b> | <b>19.9%</b>            | <b>47.4%</b>           | <b>3.7%</b>           | <b>0.7%</b>             | <b>0.2%</b>            | <b>0.1%</b>             | <b>0.1%</b>                         | <b>1.9%</b>              | <b>74.1%</b>             |
| Number           | 3,848                   | 9,147                  | 716                   | 143                     | 42                     | 19                      | 24                                  | 357                      | 14,296                   |
| <b>ESL %</b>     | <b>6.2%</b>             | <b>62.3%</b>           | <b>8.2%</b>           | <b>3.7%</b>             | <b>0.1%</b>            | <b>0.2%</b>             | <b>1.0%</b>                         | <b>0.5%</b>              | <b>82.2%</b>             |
| Number           | 2,158                   | 21,541                 | 2,850                 | 1,289                   | 26                     | 82                      | 341                                 | 160                      | 28,447                   |

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 2024, minorities comprised nearly one-half (48.7 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 (24.7 percent), followed by African American students (11.8 percent), Asian American students (6.6 percent), students of Two or More Races (3.8 percent), U.S. Nonresident students (1.0 percent), Native American students (0.3 percent), Middle Eastern or North African students (0.3 percent), and Pacific Islander students (0.2 percent). **Table 3** also shows that over two-fifths of students enrolled in CTE programs were members of a minority group (44.9 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 23.5 percent of the population. African American students had the second largest CTE program enrollment (13.0 percent), followed by Asian American students (4.2 percent), students of Two or More Races (3.1 percent), U.S. Nonresident students (0.7 percent), Native American students (0.3 percent), Middle Eastern or North African students (0.1 percent), and Pacific Islander students (0.1 percent).

**Table 3**  
**Fiscal Year 2024 Minority Students Enrolled in Transfer and Career and Technical Education Programs**

| <i>Program</i>    | <i>African American</i> | <i>Hispanic/Latino</i> | <i>Asian American</i> | <i>U.S. Nonresident</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Middle Eastern/North African</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|-------------------|-------------------------|------------------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------------------|--------------------------|--------------------------|
| <b>Transfer %</b> | <b>11.8%</b>            | <b>24.7%</b>           | <b>6.6%</b>           | <b>1.0%</b>             | <b>0.3%</b>            | <b>0.2%</b>             | <b>0.3%</b>                         | <b>3.8%</b>              | <b>48.7%</b>             |
| Number            | 27,493                  | 57,385                 | 15,293                | 2,250                   | 592                    | 473                     | 670                                 | 8,766                    | 112,922                  |
| <b>CTE %</b>      | <b>13.0%</b>            | <b>23.5%</b>           | <b>4.2%</b>           | <b>0.7%</b>             | <b>0.3%</b>            | <b>0.1%</b>             | <b>0.1%</b>                         | <b>3.1%</b>              | <b>44.9%</b>             |
| Number            | 14,350                  | 25,849                 | 4,583                 | 762                     | 324                    | 120                     | 121                                 | 3,416                    | 49,525                   |

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 2024. 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 2024. More detailed information is available in the [Annual Report on Student Enrollment and Completions in the Illinois Community College System](#).

Minority students accounted for 42.9 percent of Transfer graduates, compared to 44.9 percent of all CTE graduates.

**Table 4** shows that during fiscal year 2024, more minority graduates completed CTE degrees and certificates (N = 18,441) than Transfer degrees and certificates (N = 11,552). Minority students

accounted for 42.9 percent of Transfer graduates, compared to 44.9 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (46.5 percent, N = 5,368), while 33.4 percent (N = 3,860) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (24.4 percent), followed by African American students (8.3 percent), Asian American students (5.0 percent), students of Two or More Races (3.5 percent), U.S. Nonresident students (1.3 percent), Native American students (0.2 percent), Middle Eastern or North African students (0.1 percent), and Pacific Islander students (0.1 percent). The fiscal year 2024 proportional representation of the African American Transfer graduates (8.3 percent) was lower by 0.2 percentage points from the prior year (8.5 percent). Hispanic students also accounted for the largest minority group for completions in CTE programs (23.1 percent), followed by African American students (13.4 percent), Asian American students (4.1 percent), students of Two or More Races (3.3 percent), U.S. Nonresident students (0.6 percent), Native American students (0.3 percent), Pacific Islander students (0.1 percent), and Middle Eastern or North African students (0.1 percent). The fiscal year 2024 proportional representation of the African American CTE program graduates (13.4 percent) was higher by 1.5 percentage points from fiscal year 2023 (11.9 percent).

**Table 4**  
**Fiscal Year 2024 Minority Student Completers in**  
**Transfer and Career and Technical Education Programs**

| <i>Program</i>    | <i>African American</i> | <i>Hispanic/Latino</i> | <i>Asian American</i> | <i>U.S. Nonresident</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Middle Eastern/North African</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|-------------------|-------------------------|------------------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------------------|--------------------------|--------------------------|
| <b>Transfer %</b> | <b>8.3%</b>             | <b>24.4%</b>           | <b>5.0%</b>           | <b>1.3%</b>             | <b>0.2%</b>            | <b>0.1%</b>             | <b>0.1%</b>                         | <b>3.5%</b>              | <b>42.9%</b>             |
| <b>Number</b>     | 2,243                   | 6,573                  | 1,358                 | 339                     | 59                     | 19                      | 23                                  | 938                      | 11,552                   |
| <b>CTE %</b>      | <b>13.4%</b>            | <b>23.1%</b>           | <b>4.1%</b>           | <b>0.6%</b>             | <b>0.3%</b>            | <b>0.1%</b>             | <b>0.1%</b>                         | <b>3.3%</b>              | <b>44.9%</b>             |
| <b>Number</b>     | 5,503                   | 9,461                  | 1,680                 | 234                     | 119                    | 51                      | 39                                  | 1,354                    | 18,441                   |

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

**Table 5** shows that in fiscal year 2024, minority faculty and staff accounted for 23.6 percent of tenured faculty/officials and managers (a 2.7 percent increase from fiscal year 2023), 19.2 percent of non-tenured faculty (a 5.2 percent increase from fiscal year 2023), 33.2 percent of professional staff/protective service workers (a 5.2 percent increase from fiscal year 2023), 38.7 percent of office and clerical/paraprofessionals (a 10.1 percent increase from fiscal year 2023), and 45.3 percent of service maintenance employees (a 4.1 percent increase from fiscal year 2023).

**Table 5**  
**Fiscal Year 2024 Minority Faculty and Staff in Illinois Community Colleges**

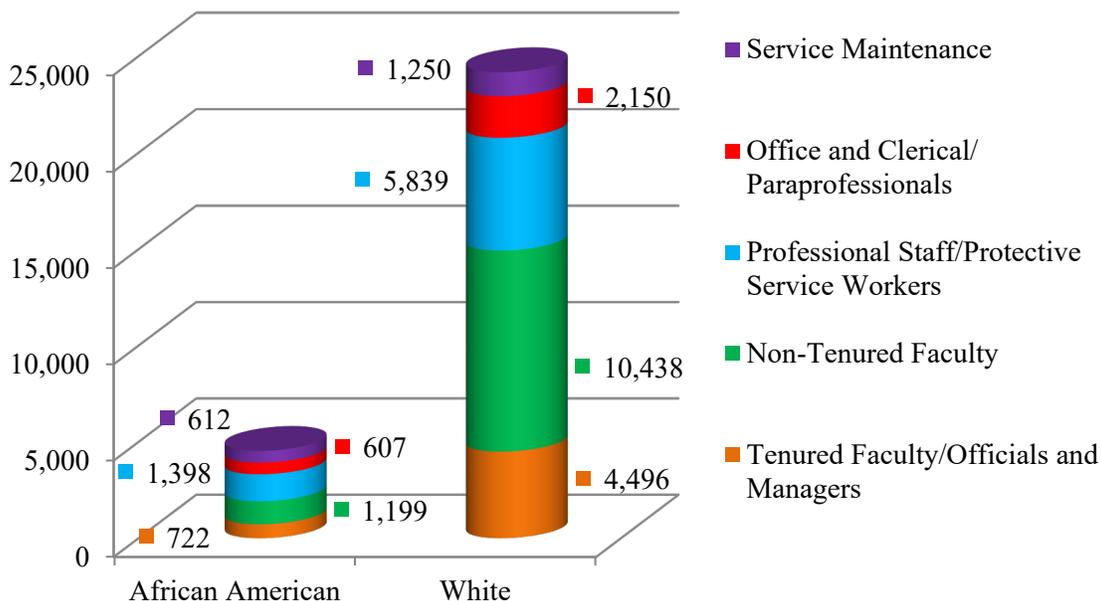
|                                   | <i>Tenured Faculty/<br/>Officials and<br/>Managers</i> | <i>Non-<br/>tenured<br/>Faculty</i> | <i>Professional<br/>Staff/ Protective<br/>Service Workers</i> | <i>Office and<br/>Clerical/ Para-<br/>professionals</i> | <i>Service<br/>Maintenance</i> |
|-----------------------------------|--|-------------------------------------|---|---|--------------------------------|
| <b><i>African American %</i></b>  | <b>11.9%</b>   | <b>8.0%</b>                         | <b>14.9%</b>  | <b>16.0%</b>  | <b>24.2%</b>                   |
| Number                            | 722  | 1,199                               | 1,398   | 607   | 612                            |
| <b><i>Hispanic/Latino %</i></b>   | <b>6.1%</b>  | <b>5.6%</b>                         | <b>12.2%</b>  | <b>16.6%</b>  | <b>16.9%</b>                   |
| Number                            | 373  | 845                                 | 1,140   | 629   | 428                            |
| <b><i>Asian American %</i></b>    | <b>4.1%</b>  | <b>4.2%</b>                         | <b>3.6%</b>   | <b>3.6%</b>   | <b>1.4%</b>                    |
| Number                            | 247  | 633                                 | 336   | 138   | 35                             |
| <b><i>U.S. Nonresident %</i></b>  | <b>0.2%</b>  | <b>0.3%</b>                         | <b>0.4%</b>   | <b>0.6%</b>   | <b>0.7%</b>                    |
| Number                            | 10   | 40                                  | 36  | 23  | 17                             |
| <b><i>Native American %</i></b>   | <b>0.2%</b>  | <b>0.2%</b>                         | <b>0.4%</b>   | <b>0.3%</b>   | <b>0.6%</b>                    |
| Number                            | 14   | 28                                  | 33  | 10  | 14                             |
| <b><i>Pacific Islander %</i></b>  | <b>0.1%</b>  | <b>0.1%</b>                         | <b>0.2%</b>   | <b>0.0%</b>   | <b>0.2%</b>                    |
| Number                            | 5  | 10                                  | 15  | 1   | 4                              |
| <b><i>Two or More Races %</i></b> | <b>1.1%</b>  | <b>0.8%</b>                         | <b>1.6%</b>   | <b>1.5%</b>   | <b>1.4%</b>                    |
| Number                            | 65   | 124                                 | 151   | 58  | 35                             |
| <b><i>Minority Subtotal %</i></b> | <b>23.6%</b>   | <b>19.2%</b>                        | <b>33.2%</b>  | <b>38.7%</b>  | <b>45.3%</b>                   |
| Number                            | 1,436  | 2,879                               | 3,109   | 1,466   | 1,145                          |

**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 2024, African American faculty and staff accounted for 11.9 percent of tenured faculty/officials and managers, 8.0 percent of non-tenured faculty, 14.9 percent of professional staff/protective service workers, 16.0 percent of office and clerical/paraprofessionals, and 24.2 percent of service maintenance employees. **Figure 1** shows the African American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2024.

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 African American Employees to White Employees**  
**at Illinois Community Colleges in Fiscal Year 2024**



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

An important component of the African American Employment Plan Report is identifying the Community College District Utilization Rate for African American employees. It was calculated as each college’s percentage of overall African American district population (16 years and older) minus the percentage of African 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 African 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 African American Employment Plan Survey ([Public Act 096-1341](#)). College responses appear in alphabetical order by college name. Information was collected on African American employees, funded positions, and African American employment initiatives at Illinois community colleges.

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## AFRICAN AMERICAN EMPLOYMENT PLAN RESULTS

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|  |     |
|--|-----|
| Black Hawk College.....                  | 13  |
| Carl Sandburg College.....               | 15  |
| City Colleges of Chicago.....            | 18  |
| College of DuPage.....                   | 39  |
| College of Lake County.....              | 42  |
| Danville Area Community College.....     | 46  |
| Elgin Community College.....             | 48  |
| Harper College.....                      | 50  |
| Heartland Community College.....         | 53  |
| Highland Community College.....          | 56  |
| Illinois Central College.....            | 59  |
| Illinois Eastern Community Colleges..... | 62  |
| Illinois Valley Community College.....   | 64  |
| John A. Logan College.....               | 67  |
| John Wood Community College.....         | 69  |
| Joliet Junior College.....               | 71  |
| Kankakee Community College.....          | 75  |
| Kaskaskia College.....                   | 78  |
| Kishwaukee College.....                  | 81  |
| Lake Land College.....                   | 84  |
| Lewis and Clark Community College.....   | 86  |
| Lincoln Land Community College.....      | 89  |
| McHenry County College.....              | 92  |
| Moraine Valley Community College.....    | 95  |
| Morton College.....                      | 98  |
| Oakton College.....                      | 101 |
| Parkland College.....                    | 104 |
| Prairie State College.....               | 106 |
| Rend Lake College.....                   | 109 |
| Richland Community College.....          | 111 |
| Rock Valley College.....                 | 113 |
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| Southwestern Illinois College.....       | 125 |
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## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Black Hawk College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 8                                 | 0   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 25      |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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/underrepresented group of individuals.

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

Advertising using diverse resources. Over the last few years Black Hawk College 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

Black Hawk College implemented a strategic plan for FY 2022-2024 that has a strong focus on "Embracing Diversity, Equity, and Inclusion As Part of Who We Are". The College introduced a new culture initiative this last fiscal year called Drive Culture for Student Success which also has a strong focus on valuing others and diverse beliefs.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Carl Sandburg College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 8                                 | 0   | 1  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African American faculty, administrators, or any level job category?

No

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 Goal 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 African 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 African 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 African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

Carl Sandburg College strives to accurately assess the needs of communities in the district in order to develop programs of support. As such, the College employs a Coordinator of Diversity and Inclusion. This position develops relationships within the community. Student enrollment and participation in The Women of Character, Men of

Distinction, Black Student Association, Hispanic Latino Student Association, Gay-Straight Alliance student groups has increased.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Harold Washington College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 6                                 | 0   | 3  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

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

For African 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".)

- Harold Washington 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

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

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 3                          | 4                                 | 0   | 1  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs
- A specialized committee meets regularly to ensure that Truman is creating a diverse and inclusive environment for students, faculty, and staff.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

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

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 10                                | 0   | 9  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

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

For African 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Malcolm X College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 6                          | 36                                | 4   | 16   |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

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

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 4                                 | 0   | 3  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs
- Development of specialized academic and career programs tailored to the vocational and educational goals of this targeted population.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

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

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 8                                 | 1   | 1  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Wilbur Wright College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 8                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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".)

Wright provides self-dev training in many depts

FT ees able to take classes at our colleges

Tuition reimb avail to many FT ees

Prof dev funds avail to many ees to advance their knowledge, skills, and/or abilities as related to their job function

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- Representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs
- Specialized committees meet regularly to ensure that Wright is creating a diverse, equitable, and inclusive

environment for students, faculty, and staff.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### College of DuPage

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 13                         | 1                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

InsideHigherEd.com, Diversityjobs.com

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

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

We provide direct support and advocacy for our Black Student Alliance student club. We conduct Black History Month and Juneteenth teaching and learning programs. We also coordinate a Peer Mentoring Program as well as provide scholarships and resources for Black student who participate in programs and events throughout the year.

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

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

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

|  |     |
|--|-----|
| Is the center Director/Coordinator African American?   | YES |
| Does the center Director/Coordinator assist in the recruitment of African American students? | YES |

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### College of Lake County

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 20                         | 0                                 | 1   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Over twenty-five 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 African American Employment Plan for Higher Education.**

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

The College of Lake of Lake County (CLC) utilizes applicant tracking demographic data to evaluate the diversity recruitment of applicant pools. Recruitment strategies including monthly review of employment and departures. Exit interviews and turnover reports are conducted to obtain information for identifying actions necessary for

improvement.

Please provide recommendations for increasing the number of African 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 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 annual training which includes training on hidden biases and cultural competency. CLC believes so much in the importance of diversity that it is featured prominently in the college's strategic plan as both a core institutional value and as one of our six strategic goals. We believe that diversity is a value we hold and must actively work to achieve.

CLC embraces diversity because diversity is an integral part of who we are. It is part of the CLC experience, and we are committed to helping each member of the college community feel welcomed and valued. We create an encouraging environment where mutual respect and understanding work to create opportunity and eliminate bias. Success requires a range of approaches—everything from being inclusive in our hiring practices to infusing multicultural content into our onboarding.

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

Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 program.

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 including CLC.

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

The College of Lake County (CLC) to serve as the host college in providing career opportunities to underserved and under representative school districts in Lake County by providing a talent pipeline for apprenticeship opportunities and career exposure to various occupations in industry sectors. These efforts start with the intentional recruitment of African American students from the Waukegan, North Chicago, and Zion areas with local organizations and community partners. CLC also offers the Workforce Equity Initiative, Transform Lake County, to especially target the African American population in select Lake County communities.

CLC provides guidance and funding for initiatives and programming to encourage a sense of belonging for African American students through culturally relevant experiences.

The Testing Center collaborates directly with College and Career Navigators who support North Chicago and Waukegan High Schools to ensure students can complete their placement exams on-site and are ready for enrollment at the College of Lake County after high school graduation. To ensure we accommodate students' varied schedules we provide flexible hours and locations to make services accessible and work to recruit African American tutors. As a first-generation program, we are committed to assisting all students who need resources to successfully transition into postsecondary education. CLC offers growing transfer agreements and scholarship opportunities to support students' postsecondary success.

Student Activities and Inclusion (SAI) Department provides multicultural/affinity support to students. Specific black-centric events are hosted and led by the African American Student Outreach and Program Coordinator. Ongoing support and visibility for respective students includes Black Graduate Recognition Ceremony for students and their families, Black History Month programming, MLK Day community initiatives, HBCU Conversation Series, and Juneteenth History Celebration. As stated in its department mission "... SAI is committed to providing intercultural understanding and social justice with a commitment towards creating an inclusive and just campus community."

CLC has Cultural Competency Workshops for coaches and staff members to improve understanding and appreciation for diverse cultural backgrounds to foster an inclusive environment.

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

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

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

|  |     |
|--|-----|
| Is the center Director/Coordinator African American?   | YES |
| Does the center Director/Coordinator assist in the recruitment of African American students? | YES |

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Danville Area Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 0                                 | 0   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

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

Yes, studies have shown that we need to increase African American faculty members to represent our student population.

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

We have increased our diversity efforts to increase a more diverse group of applicants.

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

Mentorship of a new African American Faculty

For African 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".)

Available to all employees

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

Yes

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

Higher education tuition program and leadership training

**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 African American Employment Plan.**

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

To continue to recruit and hire more diverse applicants. To increase our African American population of employees.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Elgin Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 7                          | 0                                 | 1   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 25      |
| Total African American faculty that experienced separation from the college | 4       |

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Elgin Community College invested budgeted monies for recruitment of African American Faculty, Administrators and Staff through a subscription service provided by CIRCA-Diversity Catalyst which send job descriptions to over 300 diversity 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 African American Employment Plan for Higher Education.**

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

Yes, Elgin Community College conduct Internal studies with exit interviews, annual climate surveys and track data

through Hire and Term Reports.

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

Recommendation is to continue to increase the pool through targeted recruiting through targeted job postings, job fairs, and other recruitment sources.

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

Community Linkages      Mentorship of a new African American Faculty

For African 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".)

Elgin Community College offers a wide range of professional development programs as well as, professional development funds, tuition reimbursement, and free access Linked In Learning to all employees for self-development training.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

N/A

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Harper College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 8                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 1       |

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 was \$94,500.00. Ads were posted on sites such as American Association of Blacks in Higher Education, BCALA, and NAAHR.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American employees, the College places emphasis on the recruitment and retention of people from underrepresented groups, including African 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 African 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 African 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 under-represented 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 African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African 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".)

Faculty/staff are provided with professional development dollars to enhance their skillsets/eligibility for promotion. Online course/workshops are also available. Classes are also offered through the Academy for Teaching Excellence.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

Many strategies have been put in place to not only reduce achievement gaps for specific populations, but also to raise achievement levels of all students. Those initiatives include closer curriculum alignment work with our district high schools, multiple measures for placement, developmental education reform, creation of a first-year seminar course, and a new case management academic advising approach. With our new case management advising model, all new degree-seeking students are assigned an advisor upon entry who stays with that student until completion. The advisor helps the student to develop a semester-by-semester academic plan to meet intended goals and serves as a point person to guide the student through their Harper experience. Within this case management advising model, we are attending to our African American students in a few ways: a) we have hired African American advisors, b) advisors are able to sort their caseloads by race/ethnicity so they can identify these students and provide more intrusive assistance, if needed, and c) our new, credential-seeking African American students are included in our Early Alert system.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Heartland Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 6                          | 0                                 | 1   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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, including African Americans. An objective to increase multicultural equity among diverse student and employee populations was identified.

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

At the highest level, the College's Strategic Plan 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 priorities to "Create and model a systemic culture of equity, diversity, and inclusion" and "Ensure resource stewardship" with the related goal of "Fulfilling institutional need for diverse recruiting, hiring, retention, and advancement." The Strategic Plan informs the culture and practices of the College moving forward.

More specifically, we can focus on broadly posting job opportunities to reach diverse populations, including African American candidates, and then mitigating 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 within the framework of the College's Hiring Guidelines with an intended outcome of ensuring that African American 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

HCC continues to identify and work to reduce barriers to access and equity for traditionally underrepresented populations, including African American students, in large part through the College's Strategic Enrollment Management plan and related student support systems and resources.

Additionally, the College's Workforce Equity Initiative (WEI) programming has continued in FY24. The WEI is a statewide grant focused on expanding training opportunities for minority students, with a high percentage of African American student participants. The grant provides training and credentials in high-impact academic programs, specialized student support services, and job entry assistance into well-paid careers. In Fall 2023, more than 70 WEI scholars at HCC were recognized for their program completion.

The Black Student Union continues to promote educational success and prosperity in the lives of all members. They hope to accomplish this by holding workshops for students' academic needs, by having

peer-to-peer mentorship, and by having successful African American guest speakers give informative lectures. Another aim is to promote unity among peers, and serve as a place for others, not of that culture, to learn.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Highland Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

Highland tries different recruitment venues to reach a more diverse candidate pool, including African 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. Additionally, Highland is also part of a local organization that share recruitment resources to reach a broader applicant base.

We continue toward implementation of competency-based hiring for staff positions and recently purchased a new competency-based recruiting/applicant tracking system to assist in that objective. The system will allow us to standardize core competencies for each role. Focusing on skills rather than traditional qualifications can open up opportunities for a broader pool of candidates, including candidates from underrepresented groups, and help eliminate bias.

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

None / Not applicable

For African 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 African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

Highland created an Equity Plan to identify and close equity gaps within our processes and programs. Feedback was gathered from faculty, staff and community members to identify barriers and generate solutions to increase accessibility across campus for underrepresented members. As part of the Equity Plan, Highland has been focused on integrating interventions to create a comprehensive program rather than through isolated mechanisms and supports and making the path from high school to college to career more accessible and clear. Strategies in the plan include serving more adult students, increasing the diversity of the student population, hiring and retaining a more ethnically/racially diverse staff and faculty, and providing more holistic student supports.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Central College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Illinois Central College (ICC) allocated a total of \$165,872 for recruitment activities including staff.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

For African 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 African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

The following goals are part of the College's FY'24 strategic initiatives:

- A. Early College in both CTE and General Education Programming
- B. Increase the number of Early College opportunities for students in underserved dual credit schools

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

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 8                          | 77                                | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

Not available

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

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

Not available

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Valley Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 5                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 1       |

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

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

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

None / Not applicable

For African 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 African American employees to report for your institution?

No

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

All job postings adhere to a strict process in which HR instructs and reviews all committee processes to ensure that all populations are fairly represented.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### John A. Logan College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 6                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

No

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

There are \$5,000 in budgeted funds for diversifying recruitment efforts, including the JALC website, Indeed, HigherEdJobs.com, DiversityJobBoard.com, and LinkedIn. The HR department is working on implementing a new HRIS with a more diverse job board.

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

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

The Human Resources Department at JALC works with the Diversity Committee and Institutional Research to

monitor the employment and departure of employees at the college.

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

Along with posting vacancies on additional job boards that reach a more diverse audience, JALC participates in job fairs, community events, and networking to increase recruitment efforts of African American faculty and professional staff. Also, job postings are sent out to the campus community that are more visually inviting and asking that they be shared on other social media platforms to attract additional applicants. The application process has been changed to an electronic process that reduces the barriers in applying for positions at the college.

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

Community Linkages      Staff Employment Recruitment Plan

For African 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 dollar amounts 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 African 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 African American Employment Plan.**

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

JALC is making significant progress towards reducing the barriers and has transitioned to an electronic application process, allowing the candidates to upload a resume, transcripts, and any other documents required. Also, the job postings are being sent out now on social media platforms to reach a wider audience, as well as more visually appealing and showing a diverse array of people on the advertisements.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### John Wood Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 31                         | 110                               | 1   | 1  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African American.

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

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

- \* JWCC does not currently have increasing numbers or need of African American students and public accessing the institution.
- \* A plan will be developed when there is an increase.
- \* All services and activities are available to all students and public regardless of their race or ethnicity.
- \* English as a Second Language is available to all students and public.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Joliet Junior College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 6                          | 2                                 | 1   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 recruitment and advertising budget of \$36,700 for the HR department. This is not designated for any one initiative or population and uses strategic 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 African American Employment Plan for Higher Education.**

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

We conduct periodic surveys including the PACE Survey to all populations. Additionally, exit interviews are

conducted with HR and the exiting employee. Attrition is analyzed collectively and individually and is shared with key leaders.

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.

**Please provide recommendations for increasing the number of African 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 with HSI's and HBCU's; 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

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

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

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Yes

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

The culture and commitment to DEI are strong and support all employees. During the past two years, several employee resource groups, peace circles, book clubs, and other social/emotional/diversity focused actions were established.

**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 African American Employment Plan.**

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

The Center for Multicultural Access and Success (CMAS) provides outreach and student support services for minority, first generation, undocumented, English Language Learners, underprepared and international students. Serving as an advocate, the Center will engage, ignite, and empower historically underserved students.

Provide tailored outreach and recruitment activities to matriculate students and assist in their appropriate transition to college through the following including: targeted recruitment and outreach activities throughout District 525 that include high schools, CBO's, and churches that serve minority populations including African American students. Sponsor a minority male mentoring initiative entitled B2B to provide a safe virtual space for male students of color to thrive both academically and personally as they navigate the college environment.

Through the President's Diversity and Inclusion Council, a sub-committee was formed with representation from various departments across Joliet Junior College including CMAS to address African American enrollment and student attrition through the efforts of the African American Retention Committee.

Host an annual outreach event targeted towards African American High School students. The program entitled "Black Teen Summit" seeks to provide a space for students of color to engage in meaningful dialog regarding black issues in American Higher Education.

Expanded outreach and priority sourcing by utilizing more diverse professional organizations and Chambers of Commerce which in turn has increased our applications from racial and ethnic communities.

Surveying applicants on the hiring process to learn about their experiences and any potential barriers.

Exit interview data collection and analysis to better understand root cause for turnover.

Enhanced search committee training to include cultural competency education.

Developed and implemented DEI programming to create an inclusive environment that has resulted in enhanced climate surveys, belonging, recruitment and retention including:

- o Mandatory Cultural Competency Workshop
- o Campus Wide Diversity Book Club
- o Peace Circles
- o Employee Affinity Groups
- o Table Talks
- o President’s Diversity, Equity and Inclusion Council

Note—while we do not have a dedicated center, we do have an administrator of African-American descent, who is the Dean of the Center of Multicultural Access and Success (CMAS). The Center, among its many functions, is charged with conducting specific outreach and retention programs directed at the African-American community. The Dean is also engaged in chairing the African American Retention Sub-Committee of the Diversity, Equity, and Inclusion Council. In addition, within CMAS, the Manager of the TRiO SSS program is African American, and assists with programming targeted towards the African American Community.

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

No

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

|  |     |
|--|-----|
| Is the center Director/Coordinator African American?   | YES |
| Does the center Director/Coordinator assist in the recruitment of African American students? | YES |

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Kankakee Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African American employees such as any of the following (please select all that apply):

Community Linkages      Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

The college has adopted a Strategic Enrollment Plan (SEM), which targets enrollment, persistence, retention, and completion measures. Included in the SEM plan are details of our efforts to increase the number of underrepresented students at KCC through culturally relevant outreach programs and activities. The college emphasizes the shared responsibility of student success as part of every department and employee's responsibilities.

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

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

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

|  |     |
|--|-----|
| Is the center Director/Coordinator African American?   | YES |
| Does the center Director/Coordinator assist in the recruitment of African American students? | YES |

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Kaskaskia College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 5                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

None / Not applicable

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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 African 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 African American Employment Plan.**

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to 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 currently have an African American Resource Center (AARC)?

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Kishwaukee College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 0                                 | 0   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 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 African American teaching/administrative staff at your institution.

The College continues to focus on attracting and retaining African 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 African American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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 African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.**

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

The College is committed to meeting the needs of all students and staff as reflected in its Board policies, mission, vision, values and civility statement. The College follows all EEO guidelines. We not only work to recruit minority students but to retain and support them through completion. Diversity and inclusion are topics that are discussed

regularly in training provided to the college community. We also have a dedicated training specifically for anyone participating on a hiring committee.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Lake Land College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 1                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

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

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

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

For African 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 are made available to all staff for development either in-house or by utilizing outside sources.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

Collegewide diversity awareness and celebrations are provided to all staff and students. Diversity training is provided to all staff.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Lewis and Clark Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 1                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

The College's HR team regularly reviews data on current employees and incoming applicants through our ATS and available in-house systems. Additionally, over the last three years, the College has expanded its plan toward focusing on a stronger component of diversity on search committees/panels in an effort to attract and retain diverse applicants across all positions on campus. Beginning with the 2024 fall period, the College has also engaged a new ATS and will begin to implement new processes, including the redacting of PII in an effort to reduce potential hiring biases, some of which may relate to race and or ethnicity as examples.

The College now also employs a high level member of our leadership team that focuses on Diversity, Equity, and Inclusive Excellence. The HR team regularly consults with this team member on hiring processes, training, and

recruitment.

While no committee focuses on departure of employees from the institution, the College's HR team does provide an exit meeting to all full-time members of its team.

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

The composition of the College district is represented by approximately 5% African American population. As such, the College continues to maintain an interest in increasing representation of African American employees throughout all divisions of our workforce in order to, at minimum, meet those comparison benchmarks within our workforce. As our budget allows, do will continue to review online opportunities to advertise positions to a diverse pool of applicants.

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

None / Not applicable

For African 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".)

Individual departments are allowed training funding to assure opportunities for team members to engage self-development within their focused competencies. The College's faculty also annually offers development training courses for all faculty.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

We continue to market efforts online to recruit new African American students and employees to our team. On the employment side, the College seeks to outpace its district population demographics with the strongest focus being on attracting and retaining full-time employees at or above this benchmark. The College's current percentage of African American full-time team members is approximately 9% with the district population at approximately 5%. Growing these numbers through focused efforts continues to be a goal for the College.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Lincoln Land Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 7                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 1       |

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 FY2024, LLCC spent \$82,659.00. Of this amount \$9,598.00 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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. 2 professional development days a year.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

LLCC continually looks for strategies to increase access to our institution for African American students. The staff administering our Workforce Equity Initiative (WEI), TRIO, and Pipeline for the Advancement of the Healthcare Workforce (PATH) grants have developed targeted marketing campaigns and direct support for African American students entering the college. These programs developed in a case-management style with students being provided 1:1 support in navigating the college entrance process and in persisting through their college experience. Additionally for WEI and PATH, students are provided tuition assistance and stipends to offset the revenue missed while attending classes. Annually, LLCC invites faculty and staff to apply for our internal Innovation in Diversity and Inclusion (IDI) grants. Faculty and staff can submit proposals for funding to promote diversity and inclusion. One of the recipients for 2024 was our Occupational Therapy Assistant (OTA) program. With their award, the OTA department partnered with the Boys and Girls Club to support their basketball league, implemented a positive behavior intervention program, and hosted several family-centered events. Another grant recipient was our Black Student Union (BSU) who used the funds to hold the 2nd annual BSU Fest. Organizers planned a day of activities, games workshops and hands-on experiences for more than 60 district 186 students to highlight the supportive community LLCC has to offer its Black students. Finally, LLCC developed an Equity Plan in 2024 and has recently received feedback from ICCB on the plan, which will be used to enhance the plan.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### McHenry County College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 5                          | 0                                 | 0   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American needs. African 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 African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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".)

In addition to tuition waivers/tuition reimbursement, all staff/administrators have the opportunity to develop new skills, obtain certifications/degrees with corresponding incentives. Diversity, equity and inclusion workshops are offered in-house.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

In 2022, MCC received a college bridge grant, leading to over 100 racially diverse students participating in the program during the first year. Initially launched as MCC and Me, the program has since been rebranded, revamped, and institutionalized as Experience Re3al. This updated program operates under three guiding principles: embrace, engage, and empower. Through Experience Re3al, students participate in identity-based learning and programming, mentoring and coaching, and develop their inclusive leadership and advocacy skills around social responsibility and social justice.

Global Scholars is a new effort offered through Student Diversity and Inclusion in collaboration with other departments. This service-learning initiative will focus on social responsibility and justice issues with potential global and local community impact. The initiative aligns with two high-impact practices: Diversity/Global Learning and Service & Community-Based Learning Global Diversity. It also aligns with the social responsibility general education goal.

The MCC 2024 Equity Plan was submitted to ICCB at the end of May. The plan provided a comprehensive analysis of student success data provided by ICCB. Based on the data analysis, the team identified notable equity gaps and created strategies to address those gaps. The team also identified two priority student groups: Latine and Black/African-American. It developed a student success narrative for those groups that highlight their unique intersectionality profile, some obstacles these students might face, and the strategies to help them achieve successful outcomes.

The College is implementing Navigate 360, a new system that enhances student advising and coaching. It will allow staff to identify and support students facing academic, financial, and other challenges. Assigned advising is designed

to help students find community, build relationships, and navigate campus resources successfully. In addition, recruitment and student service presentations are offered in Spanish. Prospective students can access information via our website in several languages.

Additionally, staff engage in community outreach with local high schools, municipalities, businesses, and organizations to recruit students of all ages and backgrounds. For instance, high school students are invited to the Amplify Conference, an identity-based recruitment event reflecting MCC's efforts to create a pipeline for high schools in our local community.

The College has also participated in or sponsored various community events, such as Mexican Independence Day, Juneteenth, and Woodstock Pride. Participating in these activities serves as a recruitment activity and, more importantly, promotes the College's message of belonging for all.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Moraine Valley Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The college allocates a budget for the proactive recruitment of qualified diverse employees, including African American candidates, in all job categories; funds cover career fairs&advertising in diversity focused publications w/ a budget of over \$20K

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

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

Moraine Valley monitors African American employee recruitment and retention through surveys, periodic employee

engagement surveys, and exit interviews. Professional development courses, New Staff/Faculty Orientation, mentorship program and other programming are evaluated by participants.

Human Resources staff proactively guides search chairs/committees to ensure equitable practices during their search processes to namely reduce barriers and biases and hire qualified individuals who represent college's core values. Departing employees are encouraged to complete an exit interview and Human Resources monitors.

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

Moraine Valley Community College is committed to recruiting diverse staff that aligns with its focus on diversity, equity, inclusion, and student success.

The college uses targeted online and print advertising, diverse recruitment platforms, and career fairs, as well strategic partnerships to increase job opportunity awareness in underrepresented communities. To enhance diversity, Moraine Valley will expand its recruitment efforts within African American communities, professional organizations, and educational institutions, including Historically Black Colleges and Universities (HBCUs), while further leveraging community partnerships. Current best practices include diversified hiring committees and training. Moraine Valley also offers diversity training and hiring committee training to mitigate biases in the recruitment process. For retention, Moraine Valley offers a revamped new staff orientation, staff mentorship, as well as various engagement and recognition opportunities.

Opportunities in the future include: Updating web presence and marketing materials for inclusivity/belonging, working with DEI Office to cultivate employee engagement/resource groups; conducting updated pulse surveys, and utilizing retention and turnover data for continuous improvement

These efforts will continue to strengthen internal and community partnerships to increase African American representation in talent pools and support retention of staff.

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

Internships      Mentorship of a new African American Faculty

**For African 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 assistance is available to many employees; college provides various professional development opportunities--including trainings and workshops on such topics as leadership, diversity, equity, technology, teaching, & self-care.

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

No

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

Employees are encouraged to apply for positions and partake in professional development activities noted above that would enhance their career growth.

**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 African American Employment Plan.**

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

Many strategies have been implemented to enhance and meet the needs of these students and communities throughout the campus in alignment with our strategic plan and goals. In recognition of our commitment to diversity, Moraine Valley was recognized nationally and is one of 20 community colleges in the U.S. to receive the 2024 Higher Education Excellence in Diversity (HEED) Award. This was based on efforts across campus.

Moraine Valley had established an African American Outreach Committee, comprised of faculty and staff, to identify issues and support initiatives for African American students. Student Services and Enrollment Services engage with African American students through high-touch communication and programming, and plan feedback events to improve recruitment, retention, and completion.

In addition to leadership and mentoring programs such as our DREAM staff to student mentor program and Trio services, the college hosts diversity events for students, faculty, and staff, with a focus on African American students. Moraine Valley also partners with the Illinois Equity in Attainment Initiative (ILEA) to close equity and completion gaps for minority students.

As part of this effort, the college created a campus-wide Equity Academy for faculty and staff to address DEI issues, conduct research, and meet the needs of diverse students. Strategies to reduce achievement gaps included special advising, providing a food/resource pantry, financial literacy workshops, and increased partnerships with HBCUs, along with targeted scholarships for our students. In fact, Moraine Valley was the first Chicago area community college grantee of the Greer Foundation, which supports organizations that are committed to helping people improve their lives. With the Scholars Program, the goal is to help diversify STEM careers by funding and supporting diverse students who are underrepresented in the fields of science, technology, engineering and mathematics.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

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### Morton College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 2                                 | 0   | 2  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$60,000.00 was budgeted for the 2024 fiscal year. To attract diversity, Morton College advertised at diversity on job boards and participated in diversity job fairs.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African Americans at Morton College.

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

Morton college:

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 African 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, African American, adjuncts and provide mentorship programs.

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

Staff Employment Recruitment Plan

For African 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

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".)

Morton College works with Vector solutions that offers employees the opportunity to take various online classes.

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

No

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

Promoting equal opportunity communication in job postings (encouraging minorities and women to apply).

**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 African American Employment Plan.**

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

Education is key. Educating hiring committees around the need and how they can assist with objectivity, removal of bias can only improve hiring practices. Training admin and faculty to serve as a mentor during onboarding is a win

for the institution.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Oakton College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 7                          | 0                                 | 1   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

21,500 in FY24 on advertisement including: National Organization of Black Law Enforcement Officers, IMDiversity, Chicago Diversity, Historically Black Universities & Colleges, Minority Nursing, Inside Higher Ed, and The Chronicle of Higher Education

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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. 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 African American teaching/administrative staff at your institution.

- Conducting broad, wide, and deep searches for African American applicants.
- Educate the College community on the commitment to equity in hiring practices.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with the College community.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

The College's Student Success Plan is written to provide access and support to all of our students, which includes students of color. A recruitment specialist works with prospective students in the part of our district that has a large population of students of color. We have an Assistant VP for Access, Equity & Diversity and a coordinator who works to make sure students of color receive access and support to be successful at the College. The College has recently invested financial resources in hiring a part-time Equity Coordinator for African American students to support our students. Recruitment is its final stages. The College is engaged in a high impact practice project –

Persistence Project. Participating Faculty members commit to meeting with students for 15 minutes within the first several weeks of class in order to engage students in meaningful dialogue to support their persistence in their respective programs.

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

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

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

|  |     |
|--|-----|
| Is the center Director/Coordinator African American?   | YES |
| Does the center Director/Coordinator assist in the recruitment of African American students? | NO  |

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

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### Parkland College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 4                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

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

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

We have established a committee, the Advisory Committee for Accessibility, Inclusion, and Diversity to discuss challenges, issues, and to develop strategies.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

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### Prairie State College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 9                          | 0                                 | 3   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Prairie State College allocates recruitment dollars to attract qualified diverse candidates. The total budget was \$3000. During Fiscal Year 2024, an estimated \$500 was spent specifically for African American recruitment 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 African American Employment Plan for Higher Education.**

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

All employees receive training on the importance of Diversity, Equity, Inclusion and Belonging in the workplace. All positions require search committees that have a diverse slate of members. Our Affirmative Action Officer monitors

all candidate searches, interview questions and ensures they are equity and fairness in the selection and screening process. Prairie State College is a predominantly Black Institution (PBI) and we pride ourselves on actively seeking to attract quality candidates that reflect the population that they serve. The institution conducts exit interviews and monitors reasons for resignation/termination especially for diverse and minority populations.

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

Prairie State College will continue to partner with African American organizations to increase the pipeline of quality candidates who are African American. The continuation of advertisement of opportunities specifically for American Americans which also include marketing of open positions at HBCUs. Utilizing the networking opportunities of teaching/administrative staff who are employed at the institution that share the African American demographic.

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

Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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".)

NA

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".)

NA

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

Yes

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

Prairie State College also provides tuition reimbursement for educational advancement and professional development opportunities both internally and externally.

**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 African American Employment Plan.**

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

The Dual Credit Program allows students access to take college level courses while in high school. The college has an early college initiative which enables African American students access to the college sooner than traditional

college tracks. The college hosts open houses regularly to attract African American students to the institution. Additionally, the college has all three TRIO Programs, which provides added access and resources to the African American community.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

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### Rend Lake College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American employees. We make sure that job postings are distributed as broadly as possible to try and reach candidates of all ethnicities. Despite our efforts, we do not have many African American candidates that even submit an application for employment of any type. HR monitors the departure of all employees.

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

The college continues to advertise in a variety of venues in an attempt to reach qualified minority applicants. We

currently offer free dual credit classes at area high schools with the hope of getting more minority students to continue their education after graduation. In doing so, we hope to have more local qualified African American applicants for faculty, administrative, professional/technical and other classified positions in the future.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to seek out self-development opportunities and professional development activities or courses. We offer tuition waivers for employees taking classes at RLC in preparations of advancement opportunities.

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

Yes

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

Employees are always encouraged to apply for open positions of interest to them that would allow for a promotion opportunity. Leadership classes are offered periodically as an additional way to help develop employees for future leadership 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 African American Employment Plan.**

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

The college offers dual credit classes in the area high schools at a reduced tuition rate. We send representatives to area high schools for help with registration and FASFA completion. We send out reminders via social media to area high schools for scholarship information and deadline reminders. We also offer on campus services such as free gas cards and a free food pantry for economically disadvantaged students. We also have a TRIO program to help 1st generation students and an onsite daycare for students with small children.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Richland Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 4                          | 16                                | 0   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Human Resources has a budget line item for recruiting which includes posting on a variety of diverse 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 African American Employment Plan for Higher Education.**

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

Not at this time.

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

Post on diverse job posting sites, including the Black Chamber of commerce. Internal recruitment of African American students for employment at the College.

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

None / Not applicable

For African 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".)

We provide training opportunities through our online training program. We also have opportunities for all employees to attend outside conferences to further their skill sets and knowledge.

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

Yes

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

Posting on diverse job boards and encouraging current employees to recruit for openings at the College. We encourage applicants of all races to apply both internally and externally.

**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 African American Employment Plan.**

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

We have developed a thriving Enrich program that provides job training, social skills training, and workforce development primarily to underserved minorities in the district. Continue spreading the word that RCC is encouraging applicants of all races to apply for positions at the College.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Rock Valley College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

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

No

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

At Rock Valley College, we are able to recruit for diverse populations, such as African American, Asian, Hispanic, Bilingual and Native American employees, by:

- Connecting with passive contacts through our job boards, social media (LinkedIn), and employee referrals;
- Connecting with Faculty and staff to create a networking opportunity to connect with members of their Fraternity/Sorority, church group, family, etc.;
- Contacting Diverse Community Groups to connect with for referrals;
- Investing with WorkplaceDiversity.com (attracting), job board links (7 different diversity driven job boards) by mining our open positions;
- Providing New Search Committee Training, that all interviewers must complete, that addresses removing bias from the hiring process (Implicit Bias)

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

Mentorship of a new African American Faculty

For African 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 African 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 African American Employment Plan.**

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

Rock Valley College employees visit local high schools and attend area events to promote and inform students, parents, and members of our community on the various opportunities available.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Sauk Valley Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 3                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 underrepresented groups which include African American candidates and employees. We also complete exit interview questionnaires for all employees leaving the College and exit questionnaires are provided to supervisors, deans, and division leaders.

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

The College will target advertising to reach underrepresented groups in an attempt to increase the number of African

American teaching and administrative staff at our institution.

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

Internships      Mentorship of a new African American Faculty

For African 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 African 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 African American Employment Plan.**

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

The College provides services to assist individuals in preparing for promotion, earning citizenship, job preparedness, or assistance for family members.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Shawnee Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African 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 African American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 Executive Director of Human Resources completes an exit interview on employees who depart the institution.

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

The Human Resources department has transitioned to a new recruitment and talent acquisition platform.

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

None / Not applicable

For African 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 professional development training and 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 African 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 African American Employment Plan.**

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

Shawnee is offering the Highway Construction Careers Training Program to increase access to highway construction jobs for minorities, women and disadvantaged individuals. The College also offers GED & adult basic education courses.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### South Suburban College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 2                          | 0                                 | 2   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 0       |
| Total African 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 African American faculty, administrators, or any level job category?

No

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 African American Employment Plan for Higher Education.**

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

No.

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

Recruitment strategies: Leverage professional networks, community engagement and targeted job postings. Retention and support: Mentorship programs, inclusive work environment, and career advancement opportunities. Long-term development and track the progress.

Include in our equitable plan to provide institution support.

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

Internships      Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African 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".)

Professional development and sharing opportunities internally.

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".)

Empower staff with skills and tools for personal and professional growth.

Provide leadership development, time management, communication, emotional intelligence, workshops, webinars, and individual coaching.

Provide surveys for feedback.

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

Yes

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

A variety of professional development opportunities are available through staff and faculty development committees. On-campus workshops, seminars, and all-day events. Tuition reimbursement and waivers are available.

**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 African American Employment Plan.**

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

We provide services in our Multicultural Wellness Center and our DEI Taskforce has established an equitable plan for our staff.

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

No

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

Yes

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Southeastern Illinois College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 0                                 | 0   | 0  |

As of June 30, 2024, 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 African 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 African American faculty, administrators, or any level job category?

Yes

Provide the FY 2024 budget allocation(s) for each of these recruitment initiatives for African 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 African Americans.

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

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

Our Human Resources Department and Diversity Committee at Southeastern Illinois College actively oversee recruitment, employment, and employee departures to ensure a supportive and inclusive work environment.

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

Southeastern Illinois College remains committed to enhancing its recruitment efforts by continuing several key initiatives: advertising in The Journal of Blacks in Higher Education, focusing outreach in southern Illinois' largest city, which has a significant African American population and a major university with active career centers, and maintaining strong partnerships with university career centers across the tri-state area to share information about vacant positions.

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

Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

All employees are encouraged to pursue advancement opportunities as higher-level positions become available.

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 African 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 African American Employment Plan.**

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

The SIC Recruiter visits each high school within the College District and our surrounding borders to reach as many students as possible.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Southwestern Illinois College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 98                         | 706                               | 7   | 47   |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 19      |
| Total African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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. Our recruitment efforts include sharing vacancy announcements with the Urban League and NAACP also by utilizing the Affirmative Action package provided by HigherEdJobs.com. Additionally, we utilize CareerBuilder.com and Indeed.com to reach a broad applicant pool.

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

NA

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

Community Linkages      Staff Employment Recruitment Plan

For African 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 African 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 African American Employment Plan.**

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

NA

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Spoon River College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 1                          | 0                                 | 0   | 0  |

As of June 30, 2024, provide the number of faculty that separated or left the community college (retired or resigned):

|   | Total # |
|---|---------|
| Total faculty that experienced separation from the college                  | 1       |
| Total African 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 African 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 African American Employment Plan for Higher Education.**

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

No

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

For African 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 African 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 African American Employment Plan.**

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

Spoon River College is committed to diversity, equity, and inclusion as evidenced through our College Mission, Vision, and Core Value Statements. SRC provides support services such as tutoring, counseling, and career development programs that tailor to the needs of students and can contribute to their successes and retention rates. SRC incorporates diverse perspectives and materials within the offered curriculum which can create a more inclusive and engaging education experience for all students.

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

No

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

N/A

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Triton College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 0                          | 21                                | 0   | 2  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 2       |

What percentage of your community college employees are union?

More than 50%

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

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

We regularly analyze recruitment data to ensure diversity in our hiring practices and identify any trends or disparities.

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

To increase the number of African American teaching and administrative staff at our institution, we recommend the following strategies: Bias-Free Hiring Practices: Implement blind recruitment processes and provide training for

hiring committees to reduce unconscious bias and ensure more equitable selection of candidates. Encourage Community Engagement: Actively engage with African American communities and organizations to raise awareness about job opportunities and the institution's commitment to diversity.

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

None / Not applicable

For African 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".)

Professional Development  
Inclusive Performance Reviews  
Networking Opportunities  
Career Advancement Resources

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  
Inclusive Performance Reviews  
Networking Opportunities  
Career Advancement Resources

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.**

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

Our institution is actively developing several strategies to meet the increasing needs of African American students and the broader public seeking access to higher education. These strategies include:

Scholarship and Financial Aid Support: We are increasing the availability of scholarships and financial aid specifically targeted to African American students, ensuring that financial barriers do not prevent access to higher education.

Diversity and Inclusion Programs: We are strengthening programs and initiatives designed to foster an inclusive and supportive environment for African American students, including mentorship, counseling, and affinity groups focused on student success and well-being.

Curriculum and Faculty Development: Our institution is actively working to diversify its curriculum to include more courses and research that reflect African American history, culture, and contributions. Additionally, we are enhancing

efforts to recruit and retain African American faculty and staff to better serve our student population.

Community Engagement and Support: We are strengthening our connections with the local African American community by hosting events, workshops, and outreach programs that support students, families, and the public in navigating the higher education process.

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

No

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

No

## African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2024

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

### Waubonsee Community College

As of June 30, 2024, provide the number of faculty up for tenure at your institution:

|         | Total that received tenure | Total that did not receive tenure | Total African American faculty that received tenure | Total African American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|---|--|
| Total # | 4                          | 1                                 | 0   | 0  |

As of June 30, 2024, 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 African American faculty that experienced separation from the college | 1       |

What percentage of your community college employees are union?

Less than 50%

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

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

Waubonsee Community College is committed to fostering an equitable and inclusive workplace, with a focus on attracting and retaining diverse talent. While the college does not conduct specific studies or surveys solely focused on the recruitment of African American employees, it implements a range of initiatives to promote diversity and monitor employment trends.

The college conducts an annual Employee Engagement Survey, inviting feedback from all employees, and administers Exit Interview Questionnaires to Support Staff, Full-Time Faculty, and Administrators. Data collected from these tools is analyzed to identify patterns and inform strategic initiatives aimed at enhancing employee retention and satisfaction.

Additionally, Waubonsee actively works to increase diversity in its hiring processes through its Diverse Hiring Plan. This plan includes:

Bias Mitigation Training for hiring committees and managers to address potential recruitment barriers.  
Initiatives to ensure equitable hiring practices that attract and support candidates from underrepresented groups.

Insights gathered through these efforts are reviewed by the Employee Engagement Team, which aligns findings with the college's broader strategic goals to continuously improve its workplace culture and commitment to inclusivity.

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

Expand Outreach and Recruitment Efforts:

Participate in career fairs and networking events aimed at increasing diversity in higher education.

Enhance Inclusive Hiring Practices:

Provide Bias Mitigation Training for hiring committees and decision-makers to ensure equitable selection processes. Use structured interview processes and diverse hiring panels to reduce unconscious bias.

Develop Targeted Professional Development Programs:

Offer mentorship programs for African American employees to support their career growth and prepare them for leadership roles.

Invest in fellowships or internships for African American graduate students interested in teaching or administrative positions in higher education.

Strengthen Institutional Commitment to Diversity:

Set measurable diversity goals and regularly evaluate progress toward increasing representation.

Build a Supportive Work Environment:

(ERGs) for African American staff to foster a sense of belonging and community.

Ensure that professional development opportunities and pathways to leadership are accessible and well-communicated.

Monitor and Adjust Initiatives:

Regularly collect and analyze data on recruitment, hiring, and retention trends for African American staff. Adjust strategies based on feedback from employees and trends in higher education.

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

Community Linkages      Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

**For African 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 African 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 African American Employment Plan.**

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

Waubonsee maintains a robust website and social media to reflect our inclusive culture and mission. We have a Council for Access and Inclusion that focuses on celebrating diversity with students and the community. Waubonsee hosts community events that focus on college recruitment including registration rally events.

Waubonsee offers tutoring, college visits, workshops and cultural field trips to first-generation college students, low-income students and/or students with disabilities.

The college has programs in place that pair eligible students with a personal academic coach for motivation and academic support.

TRIUMPH (Transforming and Inspiring Undergraduate Men Pursuing Higher Education) program is a minority male retention program, designed to increase the number of minority males graduating from college by providing increased student services, academic support, service learning projects, community service projects and mentoring.

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

No

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

Yes



Illinois Community College Board  
Table 6  
UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2024  
BY EMPLOYEE GROUP AND COLLEGE

| Dist. No. | District/College         | Tenured Faculty/<br>Officials & Managers | Non-Tenured<br>Faculty | Professional Staff/<br>Protective Service Workers | Office & Clerical/<br>Paraprofessionals | Service<br>Maintenance | Total        |
|-----------|--------------------------|--|------------------------|---|---|------------------------|--------------|
| 503       | Black Hawk               | -5.4%                                    | -4.1%                  | -2.5%   | -2.7%                                   | 4.1%                   | -3.3%        |
| 518       | Carl Sandburg            | -3.0%                                    | -3.7%                  | 3.4%  | --                                      | 12.0%                  | 0.7%         |
| 508       | City Colleges of Chicago | (8.7%)                                   | (1.0%)                 | (10.1%)   | (14.8%)                                 | (30.7%)                | (10.4%)      |
|           | 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        | 1.3%                                     | -1.6%                  | -0.4%   | -0.2%                                   | -0.4%                  | -0.8%        |
| 532       | College of Lake County   | 1.5%                                     | -1.0%                  | 1.6%  | 1.3%                                    | 9.6%                   | 0.8%         |
| 507       | Danville Area            | -4.0%                                    | -4.9%                  | 6.8%  | -3.0%                                   | 1.2%                   | 1.7%         |
| 509       | Elgin                    | 4.3%                                     | 0.0%                   | 3.6%  | 2.1%                                    | -1.9%                  | 1.7%         |
| 512       | Harper                   | 2.7%                                     | 0.0%                   | 2.4%  | 0.2%                                    | 1.5%                   | 1.2%         |
| 540       | Heartland                | -2.9%                                    | -2.8%                  | -1.5%   | 7.0%                                    | -7.8%                  | -2.1%        |
| 519       | Highland                 | -3.5%                                    | -1.4%                  | 8.4%  | 2.6%                                    | -2.2%                  | 0.7%         |
| 514       | Illinois Central         | -1.3%                                    | -4.2%                  | 4.6%  | 4.9%                                    | 7.6%                   | 0.9%         |
| 529       | Illinois Eastern         | -1.1%                                    | -2.2%                  | -1.4%   | -2.6%                                   | 0.0%                   | -1.7%        |
| 513       | Illinois Valley          | -1.0%                                    | -0.1%                  | -1.3%   | -2.2%                                   | -2.2%                  | -0.9%        |
| 530       | John A. Logan            | -4.6%                                    | -4.9%                  | -1.6%   | -1.4%                                   | 4.1%                   | -2.8%        |
| 539       | John Wood                | -1.3%                                    | -3.3%                  | -4.2%   | -4.2%                                   | -4.2%                  | -3.2%        |
| 525       | Joliet Junior            | -4.2%                                    | -4.0%                  | -1.4%   | -0.8%                                   | -0.7%                  | -3.0%        |
| 520       | Kankakee                 | -4.1%                                    | -5.1%                  | 3.1%  | 3.1%                                    | 1.6%                   | -1.7%        |
| 501       | Kaskaskia                | -2.0%                                    | -4.4%                  | -1.1%   | -1.7%                                   | -1.7%                  | -2.9%        |
| 523       | Kishwaukee               | -0.9%                                    | -4.4%                  | 0.4%  | -6.7%                                   | -6.7%                  | -2.3%        |
| 517       | Lake Land                | 0.3%                                     | -0.2%                  | 2.4%  | -0.1%                                   | 5.5%                   | 1.3%         |
| 536       | Lewis and Clark          | 3.8%                                     | -1.6%                  | 12.9%   | 4.0%                                    | -4.9%                  | 2.1%         |
| 526       | Lincoln Land             | -2.9%                                    | -5.1%                  | -2.1%   | -2.8%                                   | 12.4%                  | -2.7%        |
| 528       | McHenry County           | 0.9%                                     | -0.4%                  | 0.6%  | -0.2%                                   | 5.9%                   | 0.1%         |
| 524       | Moraine Valley           | 0.8%                                     | -3.1%                  | 4.2%  | -1.0%                                   | -4.0%                  | -0.8%        |
| 527       | Morton                   | 0.6%                                     | -0.9%                  | -2.8%   | -1.1%                                   | 0.5%                   | -0.9%        |
| 535       | Oakton                   | 6.8%                                     | -1.8%                  | 2.8%  | -0.8%                                   | 10.7%                  | 1.1%         |
| 505       | Parkland                 | -5.4%                                    | -7.0%                  | -0.5%   | 5.4%                                    | 28.2%                  | -2.0%        |
| 515       | Prairie State            | -25.2%                                   | -25.0%                 | -21.8%  | 4.9%                                    | -39.5%                 | -16.2%       |
| 521       | Rend Lake                | -4.6%                                    | -3.8%                  | -0.2%   | 1.8%                                    | -4.6%                  | -2.7%        |
| 537       | Richland                 | -3.8%                                    | -8.3%                  | 1.0%  | -1.6%                                   | -0.7%                  | -3.8%        |
| 511       | Rock Valley              | 0.4%                                     | -1.6%                  | 2.7%  | -2.9%                                   | -10.1%                 | -0.8%        |
| 506       | Sauk Valley              | 0.1%                                     | -2.9%                  | 1.1%  | -2.9%                                   | -2.9%                  | -1.5%        |
| 531       | Shawnee                  | 4.8%                                     | -4.5%                  | 3.1%  | 21.2%                                   | -10.4%                 | 1.3%         |
| 510       | South Suburban           | -19.0%                                   | -18.2%                 | -3.5%   | 0.1%                                    | -1.5%                  | -12.8%       |
| 533       | Southeastern Illinois    | 3.8%                                     | -2.3%                  | -2.3%   | -2.3%                                   | -2.3%                  | -1.0%        |
| 522       | Southwestern Illinois    | -12.0%                                   | -12.5%                 | 13.6%   | 1.7%                                    | -7.9%                  | -3.9%        |
| 534       | Spoon River              | -2.5%                                    | -3.2%                  | -4.4%   | -4.4%                                   | -4.4%                  | -3.6%        |
| 504       | Triton                   | -2.7%                                    | -10.8%                 | -3.0%   | -1.6%                                   | -15.4%                 | -7.2%        |
| 516       | Waubonsee                | <u>-0.8%</u>                             | <u>-2.6%</u>           | <u>-1.1%</u>                                      | <u>-1.6%</u>                            | <u>-3.1%</u>           | <u>-1.9%</u> |
|           | TOTALS                   | -1.7%                                    | -5.6%                  | 1.4%  | 2.4%                                    | 10.6%                  | -1.2%        |

NA = Data Not Available

Effective in fiscal year 2025, Illinois Eastern Community Colleges was centralized for reporting as a single college district with four campuses (Frontier, Lincoln Trail, Olney Central, and Wabash Valley).

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 AFRICAN AMERICAN FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2024  
BY EMPLOYEE GROUP AND COLLEGE

| Dist. No. | District/College         | Tenured Faculty/<br>Officials & Managers | Non-Tenured<br>Faculty | Professional Staff/<br>Protective Service Workers | Office & Clerical/<br>Paraprofessionals | Service<br>Maintenance | Total   |
|-----------|--------------------------|--|------------------------|---|---|------------------------|---------|
| 503       | Black Hawk               | 2  | 7                      | 6   | 3                                       | 5                      | 23      |
| 518       | Carl Sandburg            | 1  | 1                      | 15  | 0                                       | 3                      | 20      |
| 508       | City Colleges of Chicago | (344)                                    | (484)                  | (592)   | (208)                                   | (446)                  | (2,074) |
|           | Harold Washington        | 36                                       | 73                     | 53  | 27                                      | 34                     | 223     |
|           | Harry S Truman           | 26                                       | 46                     | 50  | 52                                      | 42                     | 216     |
|           | Kennedy-King             | 64                                       | 80                     | 126   | 49                                      | 113                    | 432     |
|           | Malcolm X                | 72                                       | 122                    | 122   | 25                                      | 85                     | 426     |
|           | Olive-Harvey             | 48                                       | 89                     | 97  | 36                                      | 119                    | 389     |
|           | Richard J. Daley         | 27                                       | 43                     | 32  | 8                                       | 42                     | 152     |
|           | Wilbur Wright            | 11                                       | 29                     | 27  | 6                                       | 8                      | 81      |
|           | District Office          | 60                                       | 2                      | 85  | 5                                       | 3                      | 155     |
| 502       | College of DuPage        | 17                                       | 47                     | 23  | 15                                      | 5                      | 107     |
| 532       | College of Lake County   | 19                                       | 49                     | 35  | 12                                      | 17                     | 132     |
| 507       | Danville Area            | 7  | 6                      | 47  | 3                                       | 3                      | 66      |
| 509       | Elgin                    | 21                                       | 20                     | 19  | 9                                       | 2                      | 71      |
| 512       | Harper                   | 19                                       | 23                     | 24  | 6                                       | 5                      | 77      |
| 540       | Heartland                | 9  | 16                     | 21  | 4                                       | 0                      | 50      |
| 519       | Highland                 | 1  | 5                      | 10  | 3                                       | 1                      | 20      |
| 514       | Illinois Central         | 17                                       | 18                     | 55  | 14                                      | 17                     | 121     |
| 529       | Illinois Eastern         | 3  | 1                      | 2   | 0                                       | 1                      | 7       |
| 513       | Illinois Valley          | 1  | 4                      | 1   | 0                                       | 0                      | 6       |
| 530       | John A. Logan            | 3  | 3                      | 5   | 3                                       | 5                      | 19      |
| 539       | John Wood                | 2  | 1                      | 0   | 0                                       | 0                      | 3       |
| 525       | Joliet Junior            | 10                                       | 44                     | 30  | 11                                      | 9                      | 104     |
| 520       | Kankakee                 | 7  | 10                     | 13  | 8                                       | 3                      | 41      |
| 501       | Kaskaskia                | 2  | 0                      | 3   | 1                                       | 1                      | 7       |
| 523       | Kishwaukee               | 4  | 3                      | 10  | 0                                       | 0                      | 17      |
| 517       | Lake Land                | 2  | 2                      | 13  | 1                                       | 2                      | 20      |
| 536       | Lewis and Clark          | 12                                       | 11                     | 13  | 15                                      | 0                      | 51      |
| 526       | Lincoln Land             | 9  | 11                     | 15  | 5                                       | 11                     | 51      |
| 528       | McHenry County           | 3  | 4                      | 2   | 1                                       | 1                      | 11      |
| 524       | Moraine Valley           | 24                                       | 45                     | 37  | 19                                      | 5                      | 130     |
| 527       | Morton                   | 5  | 6                      | 2   | 1                                       | 1                      | 15      |
| 535       | Oakton                   | 20                                       | 23                     | 23  | 6                                       | 11                     | 83      |
| 505       | Parkland                 | 7  | 10                     | 35  | 7                                       | 20                     | 79      |
| 515       | Prairie State            | 35                                       | 94                     | 43  | 149                                     | 5                      | 326     |
| 521       | Rend Lake                | 0  | 1                      | 5   | 2                                       | 0                      | 8       |
| 537       | Richland                 | 8  | 6                      | 13  | 3                                       | 2                      | 32      |
| 511       | Rock Valley              | 16                                       | 17                     | 20  | 9                                       | 0                      | 62      |
| 506       | Sauk Valley              | 2  | 0                      | 2   | 0                                       | 0                      | 4       |
| 531       | Shawnee                  | 7  | 6                      | 7   | 6                                       | 0                      | 26      |
| 510       | South Suburban           | 37                                       | 96                     | 61  | 29                                      | 13                     | 236     |
| 533       | Southeastern Illinois    | 3  | 0                      | 0   | 0                                       | 0                      | 3       |
| 522       | Southwestern Illinois    | 7  | 47                     | 134   | 5                                       | 12                     | 205     |
| 534       | Spoon River              | 1  | 1                      | 0   | 0                                       | 0                      | 2       |
| 504       | Triton                   | 26                                       | 59                     | 45  | 42                                      | 3                      | 175     |
| 516       | Waubonsee                | 9  | 18                     | 17  | 7                                       | 3                      | 54      |
|           | TOTALS                   | 722                                      | 1,199                  | 1,398   | 607                                     | 612                    | 4,538   |

Effective in fiscal year 2025, Illinois Eastern Community Colleges was centralized for reporting as a single college district with four campuses (Frontier, Lincoln Trail, Olney Central, and Wabash Valley).

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 2024  
BY EMPLOYEE GROUP AND COLLEGE

| Dist. No. | District/College         | Tenured Faculty/<br>Officials & Managers | Non-Tenured<br>Faculty | Professional Staff/<br>Protective Service Workers | Office & Clerical/<br>Paraprofessionals | Service<br>Maintenance | Total        |
|-----------|--------------------------|--|------------------------|---|---|------------------------|--------------|
| 503       | Black Hawk               | 140                                      | 260                    | 139   | 72                                      | 46                     | 657          |
| 518       | Carl Sandburg            | 61                                       | 104                    | 187   | 0                                       | 18                     | 370          |
| 508       | City Colleges of Chicago | (931)                                    | (1,658)                | (1,547)   | (484)                                   | (757)                  | (5,377)      |
|           | Harold Washington        | 129                                      | 257                    | 176   | 58                                      | 49                     | 669          |
|           | Harry S Truman           | 100                                      | 259                    | 210   | 157                                     | 92                     | 818          |
|           | Kennedy-King             | 90                                       | 143                    | 175   | 69                                      | 142                    | 619          |
|           | Malcolm X                | 160                                      | 308                    | 272   | 51                                      | 124                    | 915          |
|           | Olive-Harvey             | 77                                       | 142                    | 140   | 48                                      | 148                    | 555          |
|           | Richard J. Daley         | 86                                       | 232                    | 127   | 40                                      | 116                    | 601          |
|           | Wilbur Wright            | 108                                      | 309                    | 171   | 46                                      | 81                     | 715          |
|           | District Office          | 181                                      | 8                      | 276   | 15                                      | 5                      | 485          |
| 502       | College of DuPage        | 282                                      | 1,497                  | 529   | 327                                     | 115                    | 2,750        |
| 532       | College of Lake County   | 229                                      | 850                    | 416   | 148                                     | 104                    | 1,747        |
| 507       | Danville Area            | 90                                       | 87                     | 253   | 34                                      | 23                     | 487          |
| 509       | Elgin                    | 255                                      | 504                    | 250   | 149                                     | 96                     | 1,254        |
| 512       | Harper                   | 328                                      | 739                    | 432   | 181                                     | 109                    | 1,789        |
| 540       | Heartland                | 186                                      | 320                    | 336   | 27                                      | 17                     | 886          |
| 519       | Highland                 | 62                                       | 133                    | 74  | 39                                      | 34                     | 342          |
| 514       | Illinois Central         | 239                                      | 431                    | 424   | 105                                     | 106                    | 1,305        |
| 529       | Illinois Eastern         | 206                                      | 292                    | 177   | 46                                      | 39                     | 760          |
| 513       | Illinois Valley          | 84                                       | 190                    | 118   | 39                                      | 17                     | 448          |
| 530       | John A. Logan            | 113                                      | 129                    | 89  | 51                                      | 44                     | 426          |
| 539       | John Wood                | 68                                       | 110                    | 57  | 33                                      | 15                     | 283          |
| 525       | Joliet Junior            | 196                                      | 828                    | 378   | 130                                     | 105                    | 1,637        |
| 520       | Kankakee                 | 95                                       | 157                    | 89  | 55                                      | 23                     | 419          |
| 501       | Kaskaskia                | 85                                       | 218                    | 91  | 37                                      | 37                     | 468          |
| 523       | Kishwaukee               | 69                                       | 128                    | 141   | 21                                      | 22                     | 381          |
| 517       | Lake Land                | 119                                      | 173                    | 342   | 76                                      | 29                     | 739          |
| 536       | Lewis and Clark          | 138                                      | 333                    | 73  | 169                                     | 20                     | 733          |
| 526       | Lincoln Land             | 177                                      | 389                    | 258   | 98                                      | 54                     | 976          |
| 528       | McHenry County           | 136                                      | 444                    | 109   | 89                                      | 14                     | 792          |
| 524       | Moraine Valley           | 200                                      | 557                    | 241   | 186                                     | 70                     | 1,254        |
| 527       | Morton                   | 88                                       | 145                    | 88  | 25                                      | 18                     | 364          |
| 535       | Oakton                   | 164                                      | 638                    | 279   | 128                                     | 68                     | 1,277        |
| 505       | Parkland                 | 171                                      | 394                    | 390   | 47                                      | 53                     | 1,055        |
| 515       | Prairie State            | 115                                      | 306                    | 127   | 246                                     | 31                     | 825          |
| 521       | Rend Lake                | 85                                       | 126                    | 113   | 31                                      | 54                     | 409          |
| 537       | Richland                 | 86                                       | 124                    | 92  | 26                                      | 16                     | 344          |
| 511       | Rock Valley              | 153                                      | 201                    | 156   | 125                                     | 33                     | 668          |
| 506       | Sauk Valley              | 66                                       | 113                    | 50  | 38                                      | 21                     | 288          |
| 531       | Shawnee                  | 46                                       | 102                    | 52  | 19                                      | 4                      | 223          |
| 510       | South Suburban           | 101                                      | 256                    | 117   | 52                                      | 24                     | 550          |
| 533       | Southeastern Illinois    | 49                                       | 103                    | 59  | 12                                      | 4                      | 227          |
| 522       | Southwestern Illinois    | 98                                       | 706                    | 409   | 24                                      | 106                    | 1,343        |
| 534       | Spoon River              | 52                                       | 87                     | 65  | 29                                      | 6                      | 239          |
| 504       | Triton                   | 159                                      | 711                    | 281   | 241                                     | 81                     | 1,473        |
| 516       | Waubonsee                | <u>166</u>                               | <u>488</u>             | <u>329</u>  | <u>150</u>                              | <u>94</u>              | <u>1,227</u> |
|           | TOTALS                   | 6,088                                    | 15,031                 | 9,357   | 3,789                                   | 2,527                  | 36,792       |

Effective in fiscal year 2025, Illinois Eastern Community Colleges was centralized for reporting as a single college district with four campuses (Frontier, Lincoln Trail, Olney Central, and Wabash Valley).

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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