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## ASIAN AMERICAN EMPLOYMENT PLAN REPORT

**FISCAL YEAR 2024**

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***February 2025***

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## INTRODUCTION

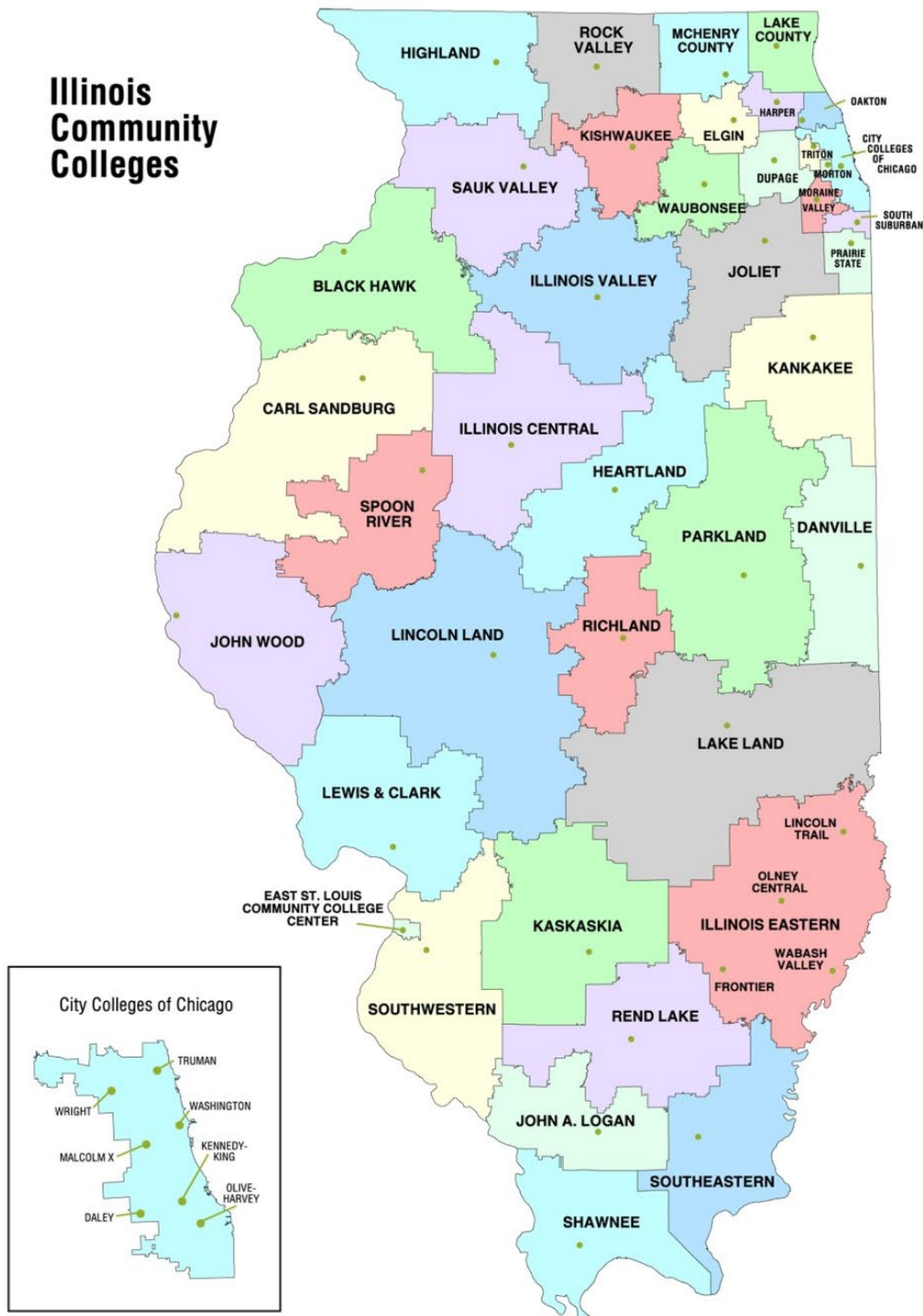
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The enclosed materials contain fiscal year 2024 (July 1, 2023 through June 30, 2024) responses from Illinois' public Community College System to the *Asian American Employment Plan Survey* ([Public Act 097-0856](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Asian American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2024 is the thirteenth year that community colleges, public universities, and state agencies have been asked to furnish Asian American Employment Plans. The Illinois Community College System consists of 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 Asian 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 *African American Employment Plan Survey* ([Public Act 096-1341](#)), 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 African 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 *Asian 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.
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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/ Caucasian</i>	<i>African American</i>	<i>Asian*</i> <i>American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2010	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
2020†	61.4%	14.1%	5.9%	0.8%	17.8%	18.2%
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

Asian American students—24,447 in fiscal year 2024—constitute the third 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 Asian American Transfer graduates (5.0 percent) was lower by 0.4 percentage points from the prior year (5.4 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 Asian American CTE program graduates (4.1 percent) was lower by 0.2 percentage points from fiscal year 2023 (4.3 percent).

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

<i><b>Program</b></i>	<i><b>African American</b></i>	<i><b>Hispanic/Latino</b></i>	<i><b>Asian American</b></i>	<i><b>U.S. Nonresident</b></i>	<i><b>Native American</b></i>	<i><b>Pacific Islander</b></i>	<i><b>Middle Eastern/North African</b></i>	<i><b>Two or More Races</b></i>	<i><b>Minority Subtotal</b></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**

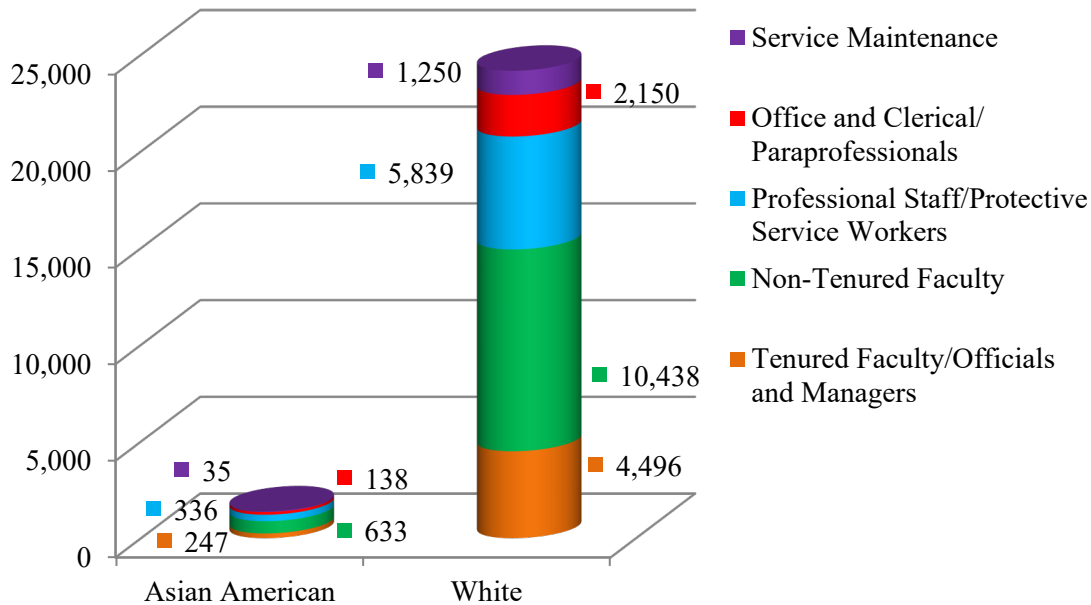
	<i><b>Tenured Faculty/ Officials and Managers</b></i>	<i><b>Non- tenured Faculty</b></i>	<i><b>Professional Staff/ Protective Service Workers</b></i>	<i><b>Office and Clerical/ Para- professionals</b></i>	<i><b>Service Maintenance</b></i>
<i><b>African American %</b></i>	<b>11.9%</b>	<b>8.0%</b>	<b>14.9%</b>	<b>16.0%</b>	<b>24.2%</b>
Number	722	1,199	1,398	607	612
<i><b>Hispanic/Latino %</b></i>	<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
<i><b>Asian American %</b></i>	<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
<i><b>U.S. Nonresident %</b></i>	<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
<i><b>Native American %</b></i>	<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
<i><b>Pacific Islander %</b></i>	<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
<i><b>Two or More Races %</b></i>	<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
<i><b>Minority Subtotal %</b></i>	<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, Asian American faculty and staff accounted for 4.1 percent of tenured faculty/officials and managers, 4.2 percent of non-tenured faculty, 3.6 percent of professional staff/protective service workers, 3.6 percent of office and clerical/paraprofessionals, and 1.4 percent of service maintenance employees. [Figure 1](#) shows the Asian American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 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 Asian 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 Asian American Employment Plan Survey.

An important component of the Asian American Employment Plan Report is identifying the Community College District Utilization Rate for Asian American employees. It was calculated as each college's percentage of overall Asian American district population (16 years and older) minus the percentage of Asian American faculty and staff [tenured faculty/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 Asian 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 Asian American Employment Plan Survey ([Public Act 097-0856](#)). College responses appear in alphabetical order by college name. Information was collected on Asian American employees, funded positions, and Asian American employment initiatives at Illinois community colleges.

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## ASIAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

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## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Black Hawk College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	2	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

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.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Carl Sandburg College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	1	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Carl Sandburg College does not have a specific budgetary line item for Asian American Employment Initiatives. All hiring situations are administered 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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

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

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

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 Asian American employees to report for your institution?

Yes

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

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 Asian American Employment Plan.**

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

Carl Sandburg College strives to accurately assess the needs of 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Harold Washington College

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

Yes

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	0	6	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

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

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

Employees with career ladder enhancement

Yes

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

- All 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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

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

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

Yes

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	3	4	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

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

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

Employees with career ladder enhancement

Yes

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

- All 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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

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

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	2	10	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	2
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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



basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Malcolm X College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	6	36	1	6

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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

- All 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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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 Asian American Resource Center (AARC)?

No

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

Yes

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

Never

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

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

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	0	4	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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

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

No

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

Yes

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

Never



## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

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

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	1	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	2
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

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

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

Employees with career ladder enhancement

Yes

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

- All 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 Asian 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 Asian American Employment Plan.**

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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 Asian American Resource Center (AARC)?

No

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

Yes

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

Never

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Wilbur Wright College

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

Yes

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 Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	2	8	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	3
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. 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 Asian American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

- All 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-development training in many departments

FT employees able to take classes at our colleges

Tuition reimbursement avail to many FT employees

Prof. dev. funds are available to many employees to advance knowledge, skills, and/or abilities as related to job function.

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

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

- Increased availability of enrollment documents in multiple languages
- Staff/Faculty available to act as translator/primary communicator for any Asian language speaking students and public that want additional information
- Culturally diverse call center 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
- 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 Asian American Resource Center (AARC)?

No

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

Yes

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

Never

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### College of DuPage

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	13	1	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 Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

No response provided.

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

Yes

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

Yes



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

SELECTED.)

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

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

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### College of Lake County

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	20	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	16
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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 Asian American employees to report for your institution?

Yes

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

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 Asian American Employment Plan.**

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

CLC participates in the Asian Pacific Islander Desi American (APIDA) month with monthlong celebration events.

In order to enhance the experiences of the APIDA students, CLC conducts regular workshops for coaches and staff members to improve understanding and appreciation for diverse cultural backgrounds to foster an inclusive environment.

CLC also serve as a hosting college providing career opportunities to school districts in Lake County by through a talent pipeline for apprenticeship opportunities and career exposure to various occupations in industry sectors.

The College of Lake County Multicultural Student Center supports the Asian Student Alliance student club, which helps ensure that Asian student feel welcome and connected to CLC faculty, staff and other students. The Asian Student Alliance organizes outreach events, cultural outings and fundraisers.

The Center for International Education also supports Asian language speaking students who have been accepted into the program.

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

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

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### Danville Area Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

No

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

Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are provided professional development opportunities.

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

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

Continue to expand our diversity recruitment efforts.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

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### Elgin Community College

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

No

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

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

As of June 30, 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	24
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

ECC invested budgeted monies for the recruitment of Asian American Faculty, Administrators, and Staff through a subscription service provided by CIRCA Diversity Catalyst, which sends job descriptions to over 300 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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

Community Linkages

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

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

Not at this time, hopefully in the near future.

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

No



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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

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### Harper College

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

Yes

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 Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	8	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	13
Total Asian American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

The total amount budgeted to recruit for diverse populations, including Asian Americans, was \$94,500. No ads specifically targeted only Asian 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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American employees, the College is placing increasing emphasis on the recruitment and retention of people from underrepresented groups, including Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

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

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

Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

Our prospective AAPI students are included in all of our marketing efforts, invited to our recruitment events, and are assigned an admissions specialist and academic advisor to help with on-boarding and retention.

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

No

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

Yes

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

Full-Time

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

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### Heartland Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian 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 Asian 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- 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 Asian 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 Asian American Employment Plan.**

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

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

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

No

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

N/A

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### Highland Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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



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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

\*Workshops, online training, 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 Asian American employees to report for your institution?

Yes

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

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 Asian American Employment Plan.**

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

Highland 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. One specific goal within the plan is to implement two new ESL courses to provide English language learners with additional support in developmental English.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Central College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

Internships      Community Linkages      Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

Yes

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

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 Asian American employees to report for your institution?

Yes

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

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

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

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

The 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	8	77	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	3
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

Not available

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

Not available.

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

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Valley Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition 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 Asian American employees to report for your institution?

No

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

N/A

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

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

All 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### John A. Logan College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	6	0	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

There are \$2,000 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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian 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 Asian American employees such as any of the following (please select all that apply):

Community Linkages      Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

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 Asian American Resource Center (AARC)?

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### John Wood Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	31	110	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	16
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American.

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

None / Not applicable

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

Employees with career ladder enhancement

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 Asian 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 Asian American Employment Plan.**

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

- \* JWCC does not currently have increasing numbers or need of Asian 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 Asian American Resource Center (AARC)?

No

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

No



## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Joliet Junior College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

JJC has a recruitment and advertising budget of \$36,700 for the HR department. JJC supports diversity & inclusion using strategic and targeted recruitment sources, attending diversity job fairs, aligning with the 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 Asian American Employment Plan for Higher Education.**

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

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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.**

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

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

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

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

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

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

Internships      Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

**Employees with career ladder enhancement**

No

**Self-development training**

Yes

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

Accessibility to training, professional development, shared governance model encourages diversity among committee members. We have a robust faculty orientation program and a formal mentoring program.

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

Yes

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

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 Asian American Employment Plan.**

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

Provide tailored outreach and recruitment activities to matriculate students and assist in their appropriate transition to college through the following: Targeted recruitment and outreach activities throughout high schools, and other organizations that serve minority populations inclusive of Asian students.

Collaborate with Workforce Education, the English and World Language Department, the Student Advising Center, and other Student Development offices in meeting the needs of English Language Learners, undocumented, and underrepresented students who may be Asian as they transition to college.

Provide outreach, cultural programming and academic support to this population through the efforts of the Center for Multicultural Access and Success (CMAS). CMAS & DEI organized and implemented the Asian Heritage Month Calendar, with the various educational and social events.

The college does not have a center that specifically provides targeted services and resources to Asian Americans. Various departments provide transformational services, experiences, advocacy and support for historically underserved students to encourage academic success, personal growth, collegiate persistence and graduation.

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

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Kankakee Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable      Community Linkages      Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

The college has 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Kaskaskia College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A



Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

Kaskaskia College's Workforce Equity Initiative (WEI) continues to help minority students excel and complete their certificates in ten different programs with the Serving with An Equity Lens (SEALs) program. The institution also provides English as a second language classes where volunteer tutors work with adults who are learning and developing the English language skills necessary for living and working in our community. Tutors work one-on-one with individuals who desire either to acquire English language skills or to prepare for taking the Citizenship Test

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

No

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

No

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2024**

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

**Kishwaukee College**

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

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

Internships      Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian American employees to report for your institution?

Yes

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

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 Asian American Employment Plan.**

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

The College is 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Lake Land College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	1	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 Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Opportunities 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 Asian 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 Asian American Employment Plan.**

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

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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Lewis and Clark Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

The composition of the College district is represented by approximately 1% Asian American. As such, the College continues to maintain an interest in increasing representation of Asian 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

While the Asian American population within our district is very small, we will continue to market efforts online to recruit new students and employees to our team.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Lincoln Land Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	7	0	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	3
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

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 Asian American Employment Plan for Higher Education.**

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

While not targeted specifically at Asian speaking students, LLCC's Adult Education and Literacy program provides Bridge and Integrated Career & Academic Preparation System (CAPS) courses for English language learners which assist students in transitioning to certificate programs and employment. Certified Nurse Assistant (CNA) training is popular among our students, who can enroll in the Healthcare Career Bridge program, followed by the CNA course with additional support from the CNA ICAPS module. LLCC continues to develop new bridge and ICAPS programs in emerging industries to support the progression of students to credential attainment.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### McHenry County College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 needs. 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

In 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 Asian American Resource Center (AARC)?

No

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

No



## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Moraine Valley Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

MVCC has advertised in diversity focused publications, fairs and sites for the recruitment of qualified diverse employees in alignment with the college's strategic plan, including Asian American professionals, with a budget over \$20,000.

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

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

All positions require search committees and are provided with guidance from Human Resources regarding equitable practices to reduce bias and foster diversity and inclusion in hiring, while periodically monitoring the recruitment of underrepresented employees. Moraine Valley conducts employee engagement surveys and also performs exit interviews for departing employees. Additionally, surveys of events and professional development opportunities offered internally are evaluated by participants via surveys.

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

In alignment with the college's strategic plan, Moraine Valley is expanding its outreach efforts across the 26 districts it serves, using a variety of strategies and programs to engage diverse communities. The college is committed to recruiting and employing a diverse workforce that reflects the needs of its student population, with a strong emphasis on diversity, equity, and inclusion. Moraine Valley will continue to focus on strengthening recruitment within Asian American and AAPI communities to enhance talent pools and raise awareness across all hiring searches.

While there are areas for further growth, the college actively employs targeted online and print advertising, diverse recruitment platforms, and collaborative partnerships with the Diversity, Equity, and Inclusion (DEI) office, as well as internal and external community resources. Moraine Valley also offers diversity and hiring committee training to mitigate biases in the recruitment process. Through these efforts, the college will continue to leverage both community and internal partnerships to increase representation from the AAPI community.

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

Internships      Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition assistance benefit available to support professional development; college provides various professional development opportunities-from workshops to programming on such topics as leadership, diversity, equity, technology, teaching, & self-care.

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

No

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

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 Asian American Employment Plan.**

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

To support AAPI students, Moraine Valley Community College offers services through its International Student Affairs and Multicultural Student Department, assisting many Asian language-speaking students and community members. The college provides English as a Second Language (ESL) and Intensive English programs, along with student support through Student Life, mentorship, and scholarships tailored to Asian American students. Additionally, Moraine Valley regularly hosts cultural events and programming. Moraine Valley does employ individuals who are bilingual and maintains a contact list or language bank of volunteer employees with bilingual skills of various languages who can be contacted if bilingual skills are required.

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

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Morton College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	1	2	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$60,000 was the recruitment budget for FY2024. Monies are used to advertise to diversity job boards, participate in diversity job fairs, and increase diversity, equity and inclusion education across the college (training, activities, etc.).

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

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

Yes. Human Resources tracks turnover 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 Asians at Morton College.

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

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 Asians.

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, Asian, adjuncts and provide mentorship programs.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

Positions are posted internally for internal employees to apply first. Annual reviews are given to encourage self-

development and encourage employees to enhance skills. Employees are eligible for tuition waivers/tuition reimbursement.

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

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

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 Asian American Resource Center (AARC)?

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Oakton College

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

Yes

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	7	0	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	8
Total Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$15,500 in FY24 on advertisement including: Diverse Jobs, IMDiversity, Chicago Diversity, Minority Nursing, Inside Higher Ed, The Chronicle of Higher Education, Higher Ed Jobs Inc, and Tribal College Journal

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**



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

The College has a program called Language Allies, which identifies current Staff and Faculty who speak foreign languages. Occasionally, these individuals may help provide translation and language assistance to those who need it. The College recently applied for and was awarded an AANAPISI grant and through this grant will be able to support new initiatives to support Asian languages speaking students. The College is engaged in a high impact practice project – Persistence Project. Faculty members participating 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. Oakton approved and funded an Equity Coordinator for Asian American and Pacific Islander position in FY25. The search for the position is currently underway.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Parkland College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition 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 Asian 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 Asian American Employment Plan.**

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

We have 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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Prairie State College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	09	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	9
Total Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

NA

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

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

The college utilizes search committees to target diverse and qualified candidates. The Affirmative Action Officer monitors all searches and ensures equity and fairness. The committee is a cross section of diverse staff that are seeking diverse candidates. Search committees participate in a kick off meeting that re-enforces the commitment to diversity.

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

Prairie State College embraces diversity and will continue to conduct outreach to organizations who are aligned with this philosophy. Prairie State consistently seeks qualified candidates that reflect the communities that we serve. We have a plan to increase outreach, career events and partnerships with diverse agencies.

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

None / Not applicable

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

Employees with career ladder enhancement

No

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

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 Asian American employees to report for your institution?

Yes

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

Prairie State College utilizes the search committee process when conducting searches for qualified diverse candidates. We are an Equal Opportunity Employer and we pride ourselves on our ability to attract a wide range of diverse candidates.

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

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

Prairie State College at this time has yet to experience an increase in the need for Asian language speakers.

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

No

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

N/A

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2024**

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

**Rend Lake College**

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American employees. Surrounding communities that we serve do not have high numbers of Asian Americans in their demographics. We make job postings as broadly as possible trying to reach as many minorities as possible; however,

despite our efforts there are very few Asian Americans that apply for open positions.

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

The college is diligent in advertising open positions in many outlets to try and reach diverse populations of qualified applicants. The college offers reduced tuition for dual credit classes in area high schools trying to encourage more Asian American students to seek higher education. We also offer a competitive benefit package for full-time employees seeking employment with the college.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to seek out self-development and professional development opportunities. The college offers tuition waivers for full-time employees and some tuition reimbursement for courses taken at other institutions.

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

Yes

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

Employees are encouraged to apply for positions offering promotion opportunities. Employees are also encouraged to seek out professional development opportunities and offers some financial assistance for those efforts.

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

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

At this time, we do not have any Asian speaking students or anyone in the public that needs language assistance. If and when that need arises, accommodations would be made to ensure that the needed assistance could be provided.

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

No



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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Richland Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	4	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 Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

Human Resources has a budgeted line item for recruiting. This includes posting positions on a variety of platforms.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

Continue posting on Diverse job boards and internal recruiting of Asian American students for open positions at the College.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

We provide training opportunities both online and in person for all employees. We also have opportunities for all employees to attend outside conferences and workshops to enhance their skills and knowledge.

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

Yes

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

Posting on Diverse job boards and encouraging current employees to recruit minorities for open positions at the College. We encourage applicants of diverse backgrounds to apply both internally and externally to the College for open positions.

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

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

Become a "Great Place to Work" certificate institution. Continue to post on diverse job boards. Spread the word to diverse community members and organizations about employment at RCC.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Rock Valley College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Asian 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 Asian American Employment Plan.**

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

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 Asian American Resource Center (AARC)?

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Sauk Valley Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American candidates and employees. We also complete exit interview questionnaires for all employees leaving the College and exit questionnaire are provided to



the supervisor, dean, and division leader.

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

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

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

Internships      Mentorship of a new Asian American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

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

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

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Shawnee Community College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 that depart the institution.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees can identify professional development webinars and conferences they would like to attend.

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

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

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

The Asian population in our district is extremely low but the College has extended campus throughout our district to assist in the convenience of taking courses.

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

No

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

No

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### South Suburban College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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 Asian American Employment Plan for Higher Education.**

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

No.

Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 progress. Include in our equitable plan to provide institution support.

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

Internships      Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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. Provided surveys for feedback.

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

Yes

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

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 Asian American Employment Plan.**

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

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

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

No

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

Yes

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

Never

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Southeastern Illinois College

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

\$10,000 was budgeted for all hiring recruitment activities including Asian American.

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

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

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

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

To continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Chronicle of Higher Education publications; recruitment initiatives at major universities with career centers; continue to recruit through indeed.com and other online mediums.

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

Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

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

The 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 Asian American Resource Center (AARC)?

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Southwestern Illinois College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	98	706	4	10

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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

NA

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

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 Asian 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 Asian American Employment Plan.**

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

NA

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

No

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

No

**Asian American Employment Plan Survey (HB 4510/P.A. 97-0856)**  
**Fiscal Year 2024**

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

**Spoon River College**

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

No

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

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

As of June 30, 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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

Please provide recommendations for increasing the number of Asian American teaching/administrative staff and any Asian language speaking bilinguals 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 Asian American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

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 Asian American Resource Center (AARC)?

No

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

N/A

## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Triton College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	0	21	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 Asian American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of Asian 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals at your institution.

To increase the number of Asian American teaching and administrative staff, as well as Asian language-speaking bilinguals at our institution, we recommend the following strategies:  
**Inclusive Hiring Practices:** Ensure recruitment and hiring practices are inclusive by providing implicit bias training for hiring committees and making sure job advertisements are widely distributed within Asian American communities.

**Support Professional Development:** Offer mentorship and professional development programs that help Asian American staff advance within the institution. This can include leadership training, career coaching, and networking opportunities.

**Cultural Competency and Inclusion:** Foster an inclusive environment by supporting the integration of Asian cultural perspectives into curriculum development and campus life. Encourage faculty and staff to engage in diversity, equity, and inclusion training, with a focus on Asian American experiences.

**Retention and Advancement Programs:** Develop policies and practices that support the retention and advancement of Asian American employees, including promoting a workplace culture that values diversity and providing opportunities for career growth.

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

None / Not applicable

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

Employees with career ladder enhancement

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  
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".)

Mentorship Programs  
Professional Development  
Inclusive Performance Reviews  
Networking Opportunities  
Career Advancement Resources

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

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

Our institution is developing several strategies to meet the growing needs of Asian language-speaking students and the public seeking access to higher education. These strategies include:

Multilingual Staff and Faculty  
Cultural Competency and Inclusive Programming  
Community Engagement and Partnerships

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

No

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

No



## Asian American Employment Plan Survey (HB 4510/P.A. 97-0856) Fiscal Year 2024

Public Act 97-0856 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Asian American faculty, administrative staff, and bilingual persons at state colleges and universities. This report is required as part of the larger State Asian American Employment Plan to improve the delivery of state services to Asian Americans by increasing the number of Asian American state employees serving in supervisory, technical, professional, and managerial positions.

### Waubonsee Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Asian American faculty that received tenure	Total Asian American faculty that did not receive tenure
Total #	4	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 Asian American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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, Waubensee 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 Asian American teaching/administrative staff and any Asian language speaking bilinguals 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.  
ration.

Build a Supportive Work Environment:  
(ERGs) for Asian 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 Asian American staff.  
Adjust strategies based on feedback from employees and trends in higher education.

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

Community Linkages      Mentorship of a new Asian American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

## Self-development training

Yes

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

Tuition Reimbursement

Certificate and Skills based training

Professional development budgets allowed by departmen

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

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

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 Asian American Resource Center (AARC)?

No

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

No



Illinois Community College Board  
Table 6  
UTILIZATION RATE FOR ASIAN 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/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	1.2%	1.1%	-0.2%	1.1%	0.5%	0.8%
518	Carl Sandburg	2.4%	0.1%	1.8%	--	-0.9%	1.3%
508	City Colleges of Chicago	(0.3%)	(1.0%)	(-1.6%)	(-1.2%)	(-6.2%)	(-1.1%)
	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	-3.9%	-6.0%	-6.9%	-6.6%	-7.2%	-6.1%
532	College of Lake County	-0.7%	-2.0%	-3.0%	-3.8%	-4.7%	-2.4%
507	Danville Area	1.3%	1.4%	0.2%	-0.9%	-0.9%	0.5%
509	Elgin	-5.8%	-3.0%	-0.9%	-0.6%	-9.3%	-3.3%
512	Harper	-8.9%	-9.1%	-6.2%	-6.7%	-13.2%	-8.4%
540	Heartland	-1.8%	-0.5%	-2.2%	3.4%	-4.0%	-1.4%
519	Highland	7.4%	0.8%	3.4%	4.5%	-0.7%	2.8%
514	Illinois Central	0.4%	-1.8%	-0.6%	-1.6%	-0.6%	-0.9%
529	Illinois Eastern	0.0%	-0.2%	0.1%	-0.5%	-0.5%	-0.1%
513	Illinois Valley	-0.9%	-0.3%	-0.9%	-0.9%	-0.9%	-0.6%
530	John A. Logan	0.4%	-2.2%	-2.2%	-2.2%	0.1%	-1.3%
539	John Wood	-0.6%	0.3%	2.9%	-0.6%	-0.6%	0.5%
525	Joliet Junior	-1.7%	-0.8%	-2.1%	-2.2%	-2.7%	-1.4%
520	Kankakee	-0.9%	1.0%	2.5%	-0.9%	-0.9%	0.5%
501	Kaskaskia	0.5%	0.3%	0.4%	-0.7%	-0.7%	0.2%
523	Kishwaukee	-2.5%	-0.2%	-1.8%	-2.5%	-2.5%	-1.5%
517	Lake Land	0.3%	0.0%	0.0%	-0.6%	-0.6%	0.0%
536	Lewis and Clark	1.3%	-0.3%	0.5%	-0.3%	-0.9%	0.1%
526	Lincoln Land	-1.0%	1.8%	1.6%	2.6%	-1.5%	1.1%
528	McHenry County	3.4%	0.5%	2.1%	2.0%	-2.5%	1.3%
524	Moraine Valley	0.6%	-0.6%	0.4%	0.3%	-1.5%	-0.1%
527	Morton	-2.1%	1.4%	-0.9%	-2.1%	-2.1%	-0.4%
535	Oakton	-9.2%	-7.4%	-8.5%	-5.4%	-11.2%	-7.9%
505	Parkland	-6.2%	-5.8%	-4.5%	-7.0%	-7.2%	-5.5%
515	Prairie State	1.6%	0.3%	-0.2%	0.2%	-1.0%	0.3%
521	Rend Lake	-0.7%	-0.7%	0.2%	-0.7%	-0.7%	-0.4%
537	Richland	0.1%	-0.3%	-1.1%	-1.1%	-1.1%	-0.5%
511	Rock Valley	-1.7%	-0.4%	-1.1%	-1.6%	0.6%	-1.0%
506	Sauk Valley	-0.7%	1.1%	-0.7%	-0.7%	-0.7%	0.0%
531	Shawnee	-0.3%	0.7%	-0.3%	-0.3%	-0.3%	0.2%
510	South Suburban	0.0%	-1.6%	-0.3%	-2.0%	-2.0%	-1.1%
533	Southeastern Illinois	-0.4%	1.5%	-0.4%	-0.4%	-0.4%	0.4%
522	Southwestern Illinois	2.9%	0.2%	-0.2%	-1.2%	-0.3%	0.2%
534	Spoon River	2.7%	-1.2%	-1.2%	-1.2%	-1.2%	-0.4%
504	Triton	1.7%	1.1%	0.3%	-1.5%	-2.8%	0.4%
516	Waubensee	<u>3.4%</u>	<u>1.5%</u>	<u>-1.7%</u>	<u>-0.6%</u>	<u>-3.3%</u>	<u>0.2%</u>
	TOTALS	-1.9%	-1.7%	-2.3%	-2.3%	-4.5%	-2.1%

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 ASIAN 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/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	4	7	2	2	1	16
518	Carl Sandburg	2	1	5	0	0	8
508	City Colleges of Chicago	(72)	(139)	(90)	(30)	(9)	(340)
	Harold Washington	10	26	16	3	0	55
	Harry S Truman	9	28	24	21	3	85
	Kennedy-King	5	9	1	0	1	16
	Malcolm X	15	30	12	3	1	61
	Olive-Harvey	4	5	2	0	0	11
	Richard J. Daley	8	18	1	0	1	28
	Wilbur Wright	7	23	13	3	2	48
	District Office	14	0	21	0	1	36
502	College of DuPage	24	95	29	19	6	173
532	College of Lake County	18	56	23	7	4	108
507	Danville Area	2	2	3	0	0	7
509	Elgin	9	32	21	13	0	75
512	Harper	20	44	38	15	2	119
540	Heartland	4	11	6	2	0	23
519	Highland	5	2	3	2	0	12
514	Illinois Central	7	3	8	1	2	21
529	Illinois Eastern	1	1	1	0	0	3
513	Illinois Valley	0	1	0	0	0	1
530	John A. Logan	3	0	0	0	1	4
539	John Wood	0	1	2	0	0	3
525	Joliet Junior	4	24	6	2	1	37
520	Kankakee	0	3	3	0	0	6
501	Kaskaskia	1	2	1	0	0	4
523	Kishwaukee	0	3	1	0	0	4
517	Lake Land	1	1	2	0	0	4
536	Lewis and Clark	3	2	1	1	0	7
526	Lincoln Land	1	13	8	4	0	26
528	McHenry County	8	13	5	4	0	30
524	Moraine Valley	7	13	8	6	1	35
527	Morton	0	5	1	0	0	6
535	Oakton	13	62	24	15	4	118
505	Parkland	5	13	18	1	1	38
515	Prairie State	3	4	1	3	0	11
521	Rend Lake	0	0	1	0	0	1
537	Richland	1	1	0	0	0	2
511	Rock Valley	1	4	2	1	1	9
506	Sauk Valley	0	2	0	0	0	2
531	Shawnee	0	1	0	0	0	1
510	South Suburban	2	1	2	0	0	5
533	Southeastern Illinois	0	2	0	0	0	2
522	Southwestern Illinois	4	10	4	0	1	19
534	Spoon River	2	0	0	0	0	2
504	Triton	9	36	12	6	1	64
516	Waubonsee	11	23	5	4	0	43
	TOTALS	247	633	336	138	35	1,389

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/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service 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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