



NATIVE AMERICAN EMPLOYMENT PLAN REPORT

FISCAL YEAR 2024

February 2025

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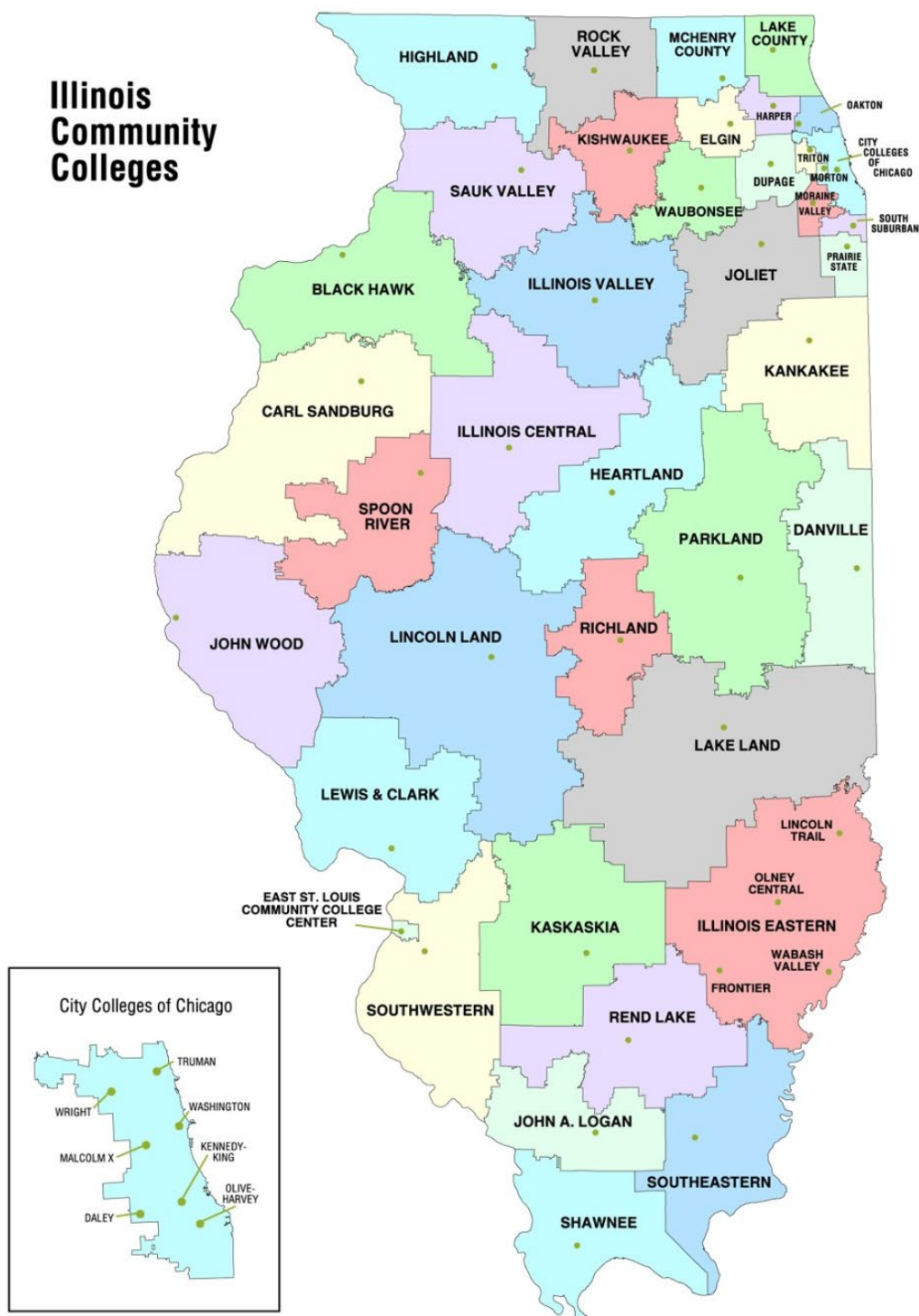
INTRODUCTION

The enclosed materials contain fiscal year 2024 (July 1, 2023 through June 30, 2024) responses from Illinois' public Community College System to the *Native American Employment Plan Survey* ([Public Act 101-0534](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Native American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2024 is the fifth year that community colleges, public universities, and state agencies have been asked to furnish Native American Employment Plans. The Illinois Community College System consists of 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 Native 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 *Asian American Employment Plan Survey* ([Public Act 97-0856](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting African Americans, Asian Americans, and Hispanics at local community colleges. Recent editions of the [Equity Plan data](#) and the *African American, Asian American, Native American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *Native 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).

DEMOGRAPHIC INFORMATION

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

State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.55 million in 2023 compared to 12.81 million in 2020, 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010 Illinois](#), [U.S. Census 2020 Illinois](#), and [2024 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 1.0 percent between 2000 and 2023. The state population, however, decreased 2.2 percent between 2010 and 2023, and 2.1 percent between 2020 and 2023. Illinois' 2023 census estimate shows that Whites/Caucasians remained the largest race/ethnicity group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2023, as the percent of Caucasians decreased from 73.5 percent to 65.8 percent of the population ([U.S. Census 2000 Illinois](#), [U.S. Census 2020 Illinois](#), and [2024 Index of Need](#) Table 1).

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

The race/ethnicity data collection methodology changed for the 2000 census and changed again for the 2020 census. The 2023 state census data showed that 7.5 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race**" column in [Table 1](#). The question on Hispanic/Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2023 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,383,285 in 2023 ([U.S. Census 2000 Illinois](#) and [2024 Index of Need](#) Table 1).

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

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

| | <i>White/ 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 and reporting standards per [Illinois Public Act 103-0414](#), effective

Native American students—1,109 in fiscal year 2024—constitute 0.3 percent of students enrolled in the Illinois Community College System.

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> |
|------------------|-------------------------|------------------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------------------|--------------------------|--------------------------|
| ABE/ASE % | 19.9% | 47.4% | 3.7% | 0.7% | 0.2% | 0.1% | 0.1% | 1.9% | 74.1% |
| Number | 3,848 | 9,147 | 716 | 143 | 42 | 19 | 24 | 357 | 14,296 |
| ESL % | 6.2% | 62.3% | 8.2% | 3.7% | 0.1% | 0.2% | 1.0% | 0.5% | 82.2% |
| 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> |
|-------------------|-------------------------|------------------------|-----------------------|-------------------------|------------------------|-------------------------|-------------------------------------|--------------------------|--------------------------|
| Transfer % | 11.8% | 24.7% | 6.6% | 1.0% | 0.3% | 0.2% | 0.3% | 3.8% | 48.7% |
| Number | 27,493 | 57,385 | 15,293 | 2,250 | 592 | 473 | 670 | 8,766 | 112,922 |
| CTE % | 13.0% | 23.5% | 4.2% | 0.7% | 0.3% | 0.1% | 0.1% | 3.1% | 44.9% |
| 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 Native American Transfer graduates (0.2 percent) was lower by 0.1 percentage points from the prior year (0.3 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 Native American CTE program graduates (0.3 percent) was higher by 0.1 percentage points from fiscal year 2023 (0.2 percent).

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

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

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

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

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

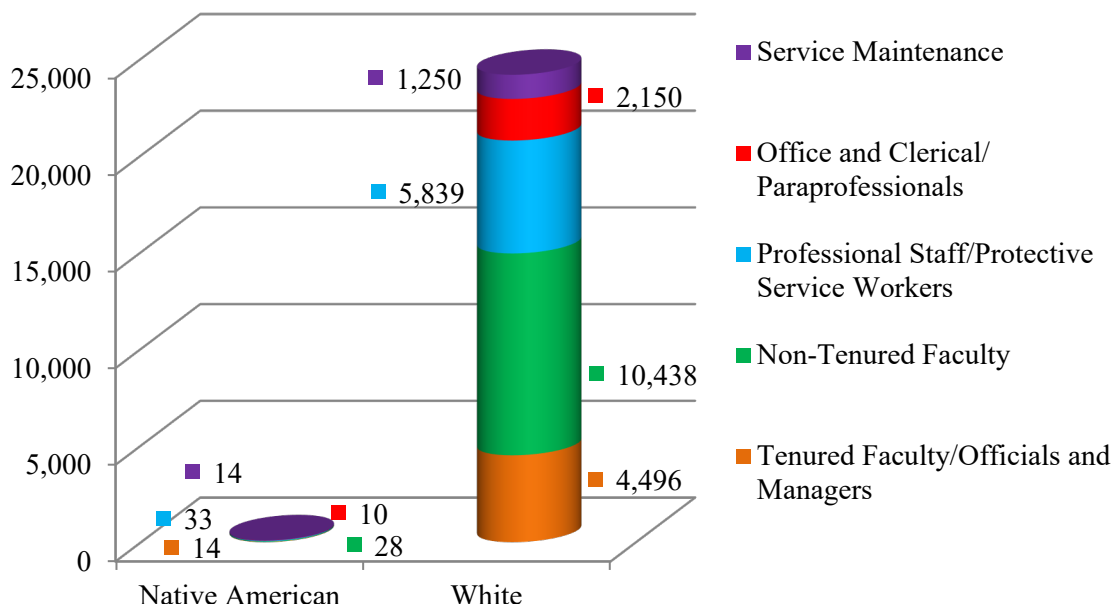
| | <i>Tenured Faculty/ Officials and Managers</i> | <i>Non- tenured Faculty</i> | <i>Professional Staff/ Protective Service Workers</i> | <i>Office and Clerical/ Para- professionals</i> | <i>Service Maintenance</i> |
|-----------------------------------|---|--|--|--|---------------------------------------|
| <i>African American %</i> | 11.9% | 8.0% | 14.9% | 16.0% | 24.2% |
| Number | 722 | 1,199 | 1,398 | 607 | 612 |
| <i>Hispanic/Latino %</i> | 6.1% | 5.6% | 12.2% | 16.6% | 16.9% |
| Number | 373 | 845 | 1,140 | 629 | 428 |
| <i>Asian American %</i> | 4.1% | 4.2% | 3.6% | 3.6% | 1.4% |
| Number | 247 | 633 | 336 | 138 | 35 |
| <i>U.S. Nonresident %</i> | 0.2% | 0.3% | 0.4% | 0.6% | 0.7% |
| Number | 10 | 40 | 36 | 23 | 17 |
| <i>Native American %</i> | 0.2% | 0.2% | 0.4% | 0.3% | 0.6% |
| Number | 14 | 28 | 33 | 10 | 14 |
| <i>Pacific Islander %</i> | 0.1% | 0.1% | 0.2% | 0.0% | 0.2% |
| Number | 5 | 10 | 15 | 1 | 4 |
| <i>Two or More Races %</i> | 1.1% | 0.8% | 1.6% | 1.5% | 1.4% |
| Number | 65 | 124 | 151 | 58 | 35 |
| <i>Minority Subtotal %</i> | 23.6% | 19.2% | 33.2% | 38.7% | 45.3% |
| 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, Native American faculty and staff accounted for 0.2 percent of tenured faculty/officials and managers, 0.2 percent of non-tenured faculty, 0.4 percent of professional staff/protective service workers, 0.3 percent of office and clerical/paraprofessionals, and 0.6 percent of service maintenance employees. [Figure 1](#) shows the Native American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 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 Native 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 Native American Employment Plan Survey.

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

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

NATIVE AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

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Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Black Hawk College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Carl Sandburg College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

Carl Sandburg College does not have a specific budgetary line item for Native American Employment Initiatives. All hiring situations are administered using our hiring process. The College treats all applicants with fairness and equity.

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

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

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

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

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

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Harold Washington College

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

Yes

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

- 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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Harry S. Truman College

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

Yes

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

| | Total that received tenure | Total that did not receive tenure | Total Native American faculty that received tenure | Total Native American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|--|---|
| Total # | 3 | 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 Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Kennedy-King College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Malcolm X College

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

No

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

| | Total that received tenure | Total that did not receive tenure | Total Native American faculty that received tenure | Total Native American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|--|---|
| Total # | 6 | 36 | 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 Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Olive-Harvey College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Richard J. Daley College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

City Colleges of Chicago – Wilbur Wright College

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

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

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

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 3 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel. Search committee members receive implicit bias training/materials in advance of applicant screening.
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

Wright provides self-development training in many depts

FT employees able to take classes at our colleges

Tuition reimbursement available to many FT employees to further education

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

College of DuPage

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

No

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

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

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

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 16 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

Yes

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

Yes

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

| | |
|---|----|
| Is the center Director/Coordinator Native American? | NO |
|---|----|

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

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

College of Lake County

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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 Native American Employment Plan for Higher Education.

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

The College of Lake County (CLC) utilizes applicant tracking demographic data to evaluate the diversity recruitment of applicant pools. Recruitment strategies include a 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 Native American teaching/administrative staff at your institution.

To show respect for and honor Native Americans and their Heritage, College of Lake County adopted a Land Acknowledgement statement.

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. 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.

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

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

The College provides professional development opportunities through our career development, tuition support, staff training and development, career path identification and leadership development 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 Native American employees to report for your institution?

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Danville Area Community College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Diversity Plan

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

We continue to recruit for a diverse pool of applicants

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are provided with tuition reimbursement plan and professional development opportunities.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Elgin Community College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

ECC invested budgeted monies in recruiting Hispanic American Faculty, Administrators, and Staff through a subscription service provided by CIRCA Diversity Catalyst, which sends job descriptions to over 300 diversity job boards.

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

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

Yes, 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 Native American teaching/administrative staff at your institution.

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

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

Community Linkages

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Elgin Community College offers professional development programs, funds, tuition reimbursement, and free access to LinkedIn Learning for self-development for all employees.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Harper College

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

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

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

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 13 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

The total amount budgeted to recruit for diverse populations, including Native Americans, was \$94,500.00

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

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

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

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

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Faculty/staff are provided with professional development dollars to enhance their skillsets/eligibility for promotion. On-line 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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Heartland Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

At the highest level, the College's Strategic Plan explicitly establishes Equity, Diversity, and Inclusion (EDI) within the College's Values Statements: "We create a collegial and welcoming culture by taking collective responsibility in the creation, protection, and enhancement of an equitable, diverse, and inclusive campus community." Additionally, the College established priorities to "Create and model a systemic culture of equity, diversity, and inclusion" and "Ensure resource stewardship" with the related goal of "Fulfilling institutional need for diverse recruiting, hiring, retention, and advancement." The Strategic Plan informs the culture and practices of the College moving forward.

More specifically, we can focus on broadly posting job opportunities to reach diverse populations 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 applicants are advancing proportionally through the talent acquisition process. Strategies for retention of diverse employees can be further developed.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Highland Community College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

*Workshops, online training, one-on-one coaching.

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Illinois Central College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

A. Maintaining the Faculty Fellow Program

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

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

Internships

Community Linkages

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Illinois Eastern Community Colleges

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

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

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 3 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review from our legal counsel.

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

Not available

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Illinois Valley Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

N/A

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

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

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

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

IVCC's Board of Trustees has adopted an 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

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

N/A

Self-development training

Yes

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

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

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

No

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

N/A

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

John A. Logan College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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 Native American Employment Plan for Higher Education.

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

The 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 Native American teaching/administrative staff at your institution.

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

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Per the faculty contract, specific 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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

John Wood Community College

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

No

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

| | Total that received tenure | Total that did not receive tenure | Total Native American faculty that received tenure | Total Native American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|--|---|
| Total # | 31 | 110 | 0 | 0 |

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

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 16 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

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

Self-development training

Yes

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

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

Faculty and associate faculty can participate in Faculty Senate.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Joliet Junior College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

JJC has a recruitment and advertising budget of \$36,700 for the HR department. This is not designated for any one initiative or population and uses strategic recruitment sources, attending diversity job fairs, and alignment w/the College's DEI plan.

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

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

We conduct periodic surveys including the PACE Survey to all populations. Additionally, exit interviews are conducted with HR and the exiting employee. Attrition is analyzed collectively and individually and is shared with key leaders.

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

As a hiring manager is preparing for a search, they consult with the Talent Acquisition Team who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools and train the search/hiring individuals how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be reviewed by a member of the HR team, or the search may be canceled.

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

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

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

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

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

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

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

Addition of the following statements to all job descriptions:

Minimum Qualifications

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

Preferred Qualifications

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to participate in self-development and professional development activities. The college allocates financial resources in each department as well as institutionally and offers various formal and informal training programs.

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

Yes

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

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 Native American Employment Plan.

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Kankakee Community College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Yes, KCC conducts internal studies in the form of exit interviews with all departing full-time employees. This information is compiled by the Director of HR and shared with the President's Cabinet. As part of the Equity, Diversity, and Inclusion Assessment Plan, the college has an EDI Planning Team that acts as a catalyst in building a more diverse and inclusive working environment, as well as recommending goals and action plans to the

administration in alignment with the college's mission and strategic plan. Specifically, the EDI team is focusing on increasing the diversity in candidate pools, retaining faculty and staff, and maintaining employee satisfaction related to inclusion, respect, and sensitivity.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Kaskaskia College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Kishwaukee College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

Career goals are discussed with employees during their annual evaluation to help facilitate and support employees seeking advancement and opportunities.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Lake Land College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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 Native American teaching/administrative staff at your institution.

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Opportunities 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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Lewis and Clark Community College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The College's 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 Native American teaching/administrative staff at your institution.

The composition of the College district is represented by less than 1% Native American individuals. As such, the College continues to maintain an interest in increasing representation of Native-American employees throughout all divisions of our workforce in order to, at minimum, meet those comparison benchmarks within our workforce. 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Lincoln Land Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

LLCC has a budget for advertising position vacancies to all groups and at all position levels. For 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 Native American Employment Plan for Higher Education.

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Staff members can have regular tuition and fees associated with LLCC credit courses waived upon successful completion of course. Additionally, all staff members have access to funds of up to \$3,000 annually. 2 professional development days a year.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

McHenry County College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Moraine Valley Community College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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 Native American teaching/administrative staff at your institution.

In alignment with the college's strategic plan, Moraine Valley continues to increase recruitment and outreach efforts within diverse communities through various strategies including partnerships with Diversity, Equity and Inclusion office and other internal and external community resources; the college holds diversity training and hiring committee training to reduce bias and support these initiatives and these can be further enhanced. Community partnerships should continue to be leveraged to increase indigenous community representation.

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Employees are encouraged to apply for positions 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 Native American Employment Plan.

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Morton College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$60, 000 was the recruitment budget for 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 Native American Employment Plan for Higher Education.

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

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

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

Morton College:

Can identify better robust list of diversity websites to market faculty/administrative positions.

Identify diverse social networks to attend and represent Morton College.

Attend diversity job fairs specifically for Native Americans.

Evaluate hiring practices and educate chair committees around diversity initiatives.

Recruit diverse pool of adjuncts and career path adjuncts for future full-time faculty and admin roles at Morton College.

Improve onboarding process for all adjuncts, especially, Native Americans, adjuncts and provide mentorship programs.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Oakton 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 Native American faculty that received tenure | Total Native 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 | 8 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$15,000 in 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 Native American Employment Plan for Higher Education.

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

Yes, the College conducts national and regional searches to fill all administrative, staff and full-time faculty openings. Human Resources has developed cultural competency workshops used to train all search committee members bias in the hiring process, diversity sensitivity and effective interviewing techniques. Attendees are certified as able to serve on search committees. Designated HR staff meets with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues. We maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program. Additionally, we engage in exit interviews when possible to gather and collect data on an employee's time at Oakton.

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

- We conduct broad, wide, and deep searches for 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Parkland College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Prairie State College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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 Native American Employment Plan for Higher Education.

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

Prairie State College makes an effort to monitor and review all processes related selecting and retaining qualified and diverse candidates. All positions require search committees. Search committees are informed of the importance of selecting qualified and diverse candidates in all demographics. Additionally, PSC's Affirmative Action officer monitors all candidate searches and lists. Exit interviews are also conducted and HR reviews the responses of departing employee to analyze trend data.

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

Prairie State College embraces and encourages diversity in the workplace. The college publishes available positions and recruits talent on national job search engines. Networking opportunities should be developed when possible to increase the opportunities of Native American employees at the institution. Organizations that focus on workforce development for the Native American community should be a focus.

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

None / Not applicable

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

Employees with career ladder enhancement

No

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

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 Native American employees to report for your institution?

Yes

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

The college provides tuition reimbursement for employees looking to advance their education levels. The college

also provides professional development opportunities both internally and externally. This initiative is available to all employees.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Rend Lake College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of Native Americans. Job postings are made as broadly as possible to try and reach as many qualified minorities as possible.

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

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

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are encouraged to pursue self-development and professional development opportunities. We offer free tuition for employees and some tuition reimbursement for higher education opportunities.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Richland Community College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

Human Resources has a budgeted line item for recruiting. This includes posting positions on a variety of platforms, including 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 Native American Employment Plan for Higher Education.

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

Not at this time.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

We provide multiple training opportunities for all staff/faculty through our online training courses and in-person trainings for specific skills. We also provide opportunities for all employees to attend outside conferences and workshops.

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Rock Valley College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Sauk Valley Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The College provides statistics and educates administrators, hiring supervisors, and committees on the recruitment and retention of under-represented groups which include Native American candidates and employees. We also complete exit interview questionnaires for all employees leaving the College and exit questionnaires are provided to supervisors, deans, and division leaders.

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

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

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

Internships Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Shawnee Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

The Executive Director of Human Resources completes an exit interview on each employee who departs the

institution.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

South Suburban College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

N/A

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

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

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

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

Internships

Community Linkages

Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

Professional development and sharing opportunities internally.

Self-development training

Yes

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

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

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

Provide surveys for feedback.

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

Yes

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

We advertise with local agencies and with community partners. We also recruit and post positions internally.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Southeastern Illinois College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

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

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

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

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

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

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

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

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Southwestern Illinois College

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

No

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

| | Total that received tenure | Total that did not receive tenure | Total Native American faculty that received tenure | Total Native American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|--|---|
| Total # | 98 | 706 | 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 | 19 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

NA

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through tuition assistance.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Spoon River College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Triton College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Through recruitment efforts and monitoring, we aim to ensure that our recruitment processes are inclusive, that all employees feel supported, and that we are continuously improving our retention strategies

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

Build Supportive Networks and Mentorship Programs
Ensure Inclusive Hiring Practices
Promote an Inclusive Campus Environment
Offer Professional Development and Advancement Opportunities

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

Professional Development Programs
Mentorship and Coaching
Leadership Opportunities
Annual Performance Reviews with Advancement Goals
Inclusive Networking Opportunities

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 Programs
Mentorship and Coaching
Leadership Opportunities
Annual Performance Reviews with Advancement Goals
Inclusive Networking Opportunities

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2024

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

Waubonsee Community College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

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

Expand Outreach and Recruitment Efforts:

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

Enhance Inclusive Hiring Practices:

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

Develop Targeted Professional Development Programs:

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

Strengthen Institutional Commitment to Diversity:

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

Employee Resource Groups (ERGs): to foster a sense of belonging, provide networking opportunities, and promote professional development.

Build a Supportive Work Environment:

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 Native American staff.
Adjust strategies based on feedback from employees and trends in higher education.

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

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition Reimbursement

Certificate and Skills based training

Professional development budgets allowed by department

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

No

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

Does your institution currently have a Native American Resource Center?

No



Illinois Community College Board
Table 6
UTILIZATION RATE FOR NATIVE AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 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 | -0.2% | 0.2% | -0.2% | -0.2% | -0.2% | 0.0% |
| 518 | Carl Sandburg | 1.5% | -0.1% | 0.4% | -- | -0.1% | 0.4% |
| 508 | City Colleges of Chicago | (-0.4%) | (-0.3%) | (0.1%) | (0.1%) | (0.5%) | (0.0%) |
| | Harold Washington | NA | NA | NA | NA | NA | NA |
| | Harry S Truman | NA | NA | NA | NA | NA | NA |
| | Kennedy-King | NA | NA | NA | NA | NA | NA |
| | Malcolm X | NA | NA | NA | NA | NA | NA |
| | Olive-Harvey | NA | NA | NA | NA | NA | NA |
| | Richard J. Daley | NA | NA | NA | NA | NA | NA |
| | Wilbur Wright | NA | NA | NA | NA | NA | NA |
| | District Office | NA | NA | NA | NA | NA | NA |
| 502 | College of DuPage | 0.4% | -0.1% | 0.3% | -0.3% | 0.6% | 0.0% |
| 532 | College of Lake County | -0.7% | 0.1% | -0.4% | 0.7% | -0.7% | -0.1% |
| 507 | Danville Area | -0.1% | -0.1% | 0.7% | -0.1% | -0.1% | 0.3% |
| 509 | Elgin | -0.6% | -0.8% | -1.0% | -1.0% | -1.0% | -0.8% |
| 512 | Harper | -0.5% | -0.5% | -0.5% | -0.5% | -0.5% | -0.5% |
| 540 | Heartland | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% |
| 519 | Highland | 1.4% | -0.2% | -0.2% | 2.4% | 2.7% | 0.7% |
| 514 | Illinois Central | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% |
| 529 | Illinois Eastern | -0.3% | -0.3% | 0.3% | -0.3% | -0.3% | -0.1% |
| 513 | Illinois Valley | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| 530 | John A. Logan | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% |
| 539 | John Wood | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% |
| 525 | Joliet Junior | -0.4% | -0.4% | 0.7% | -0.4% | 1.5% | 0.0% |
| 520 | Kankakee | -0.3% | 0.3% | -0.3% | -0.3% | -0.3% | -0.1% |
| 501 | Kaskaskia | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 523 | Kishwaukee | -0.4% | -0.4% | 0.3% | -0.4% | -0.4% | -0.1% |
| 517 | Lake Land | -0.1% | -0.1% | 0.8% | -0.1% | -0.1% | 0.3% |
| 536 | Lewis and Clark | 1.3% | -0.1% | -0.1% | -0.1% | -0.1% | 0.1% |
| 526 | Lincoln Land | -0.1% | -0.1% | 0.6% | 0.9% | -0.1% | 0.2% |
| 528 | McHenry County | -0.2% | 0.0% | -0.2% | -0.2% | -0.2% | -0.1% |
| 524 | Moraine Valley | -0.3% | -0.1% | -0.3% | -0.3% | -0.3% | -0.2% |
| 527 | Morton | -1.0% | -1.0% | -1.0% | -1.0% | -1.0% | -1.0% |
| 535 | Oakton | 0.3% | -0.2% | -0.3% | -0.3% | -0.3% | -0.2% |
| 505 | Parkland | -0.1% | -0.1% | 0.1% | -0.1% | 1.8% | 0.1% |
| 515 | Prairie State | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 521 | Rend Lake | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% |
| 537 | Richland | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% | -0.1% |
| 511 | Rock Valley | 1.0% | 0.2% | -0.3% | -0.3% | -0.3% | 0.1% |
| 506 | Sauk Valley | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 531 | Shawnee | -0.1% | 0.9% | -0.1% | -0.1% | -0.1% | 0.4% |
| 510 | South Suburban | -0.1% | 0.2% | -0.1% | -0.1% | -0.1% | 0.0% |
| 533 | Southeastern Illinois | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 522 | Southwestern Illinois | -0.3% | -0.1% | 0.0% | -0.3% | -0.3% | -0.1% |
| 534 | Spoon River | -0.3% | -0.3% | 1.3% | -0.3% | -0.3% | 0.1% |
| 504 | Triton | 0.1% | -0.5% | -0.5% | 0.3% | -0.5% | -0.3% |
| 516 | Waubensee | <u>-0.6%</u> | <u>-0.4%</u> | <u>-0.6%</u> | <u>-0.6%</u> | <u>-0.6%</u> | <u>-0.5%</u> |
| | TOTALS | -0.2% | -0.2% | -0.1% | -0.2% | 0.1% | -0.2% |

NA = Data Not Available

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

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census, SIU-Edwardsville Department of Business/Economics



Illinois Community College Board
Table 7
SUMMARY OF NATIVE 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 | 0 | 1 | 0 | 0 | 0 | 1 |
| 518 | Carl Sandburg | 1 | 0 | 1 | 0 | 0 | 2 |
| 508 | City Colleges of Chicago | (3) | (7) | (12) | (4) | (9) | (35) |
| | Harold Washington | 0 | 0 | 4 | 0 | 0 | 4 |
| | Harry S Truman | 1 | 1 | 0 | 4 | 1 | 7 |
| | Kennedy-King | 0 | 0 | 0 | 0 | 2 | 2 |
| | Malcolm X | 0 | 3 | 4 | 0 | 1 | 8 |
| | Olive-Harvey | 1 | 0 | 0 | 0 | 1 | 2 |
| | Richard J. Daley | 0 | 3 | 0 | 0 | 3 | 6 |
| | Wilbur Wright | 0 | 0 | 1 | 0 | 1 | 2 |
| | District Office | 1 | 0 | 3 | 0 | 0 | 4 |
| 502 | College of DuPage | 2 | 3 | 3 | 0 | 1 | 9 |
| 532 | College of Lake County | 0 | 7 | 1 | 2 | 0 | 10 |
| 507 | Danville Area | 0 | 0 | 2 | 0 | 0 | 2 |
| 509 | Elgin | 1 | 1 | 0 | 0 | 0 | 2 |
| 512 | Harper | 0 | 0 | 0 | 0 | 0 | 0 |
| 540 | Heartland | 0 | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 1 | 0 | 0 | 1 | 1 | 3 |
| 514 | Illinois Central | 0 | 0 | 0 | 0 | 0 | 0 |
| 529 | Illinois Eastern | 0 | 0 | 1 | 0 | 0 | 1 |
| 513 | Illinois Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| 530 | John A. Logan | 0 | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 0 | 0 | 0 | 0 | 0 | 0 |
| 525 | Joliet Junior | 0 | 0 | 4 | 0 | 2 | 6 |
| 520 | Kankakee | 0 | 1 | 0 | 0 | 0 | 1 |
| 501 | Kaskaskia | 0 | 0 | 0 | 0 | 0 | 0 |
| 523 | Kishwaukee | 0 | 0 | 1 | 0 | 0 | 1 |
| 517 | Lake Land | 0 | 0 | 3 | 0 | 0 | 3 |
| 536 | Lewis and Clark | 2 | 0 | 0 | 0 | 0 | 2 |
| 526 | Lincoln Land | 0 | 0 | 2 | 1 | 0 | 3 |
| 528 | McHenry County | 0 | 1 | 0 | 0 | 0 | 1 |
| 524 | Moraine Valley | 0 | 1 | 0 | 0 | 0 | 1 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 | 0 |
| 535 | Oakton | 1 | 1 | 0 | 0 | 0 | 2 |
| 505 | Parkland | 0 | 0 | 1 | 0 | 1 | 2 |
| 515 | Prairie State | 0 | 0 | 0 | 0 | 0 | 0 |
| 521 | Rend Lake | 0 | 0 | 0 | 0 | 0 | 0 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 2 | 1 | 0 | 0 | 0 | 3 |
| 506 | Sauk Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 0 | 1 | 0 | 0 | 0 | 1 |
| 510 | South Suburban | 0 | 1 | 0 | 0 | 0 | 1 |
| 533 | Southeastern Illinois | 0 | 0 | 0 | 0 | 0 | 0 |
| 522 | Southwestern Illinois | 0 | 1 | 1 | 0 | 0 | 2 |
| 534 | Spoon River | 0 | 0 | 1 | 0 | 0 | 1 |
| 504 | Triton | 1 | 0 | 0 | 2 | 0 | 3 |
| 516 | Waubonsee | 0 | 1 | 0 | 0 | 0 | 1 |
| | TOTALS | 14 | 28 | 33 | 10 | 14 | 99 |

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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