



AFRICAN AMERICAN EMPLOYMENT PLAN REPORT

FISCAL YEAR 2025

January 2026

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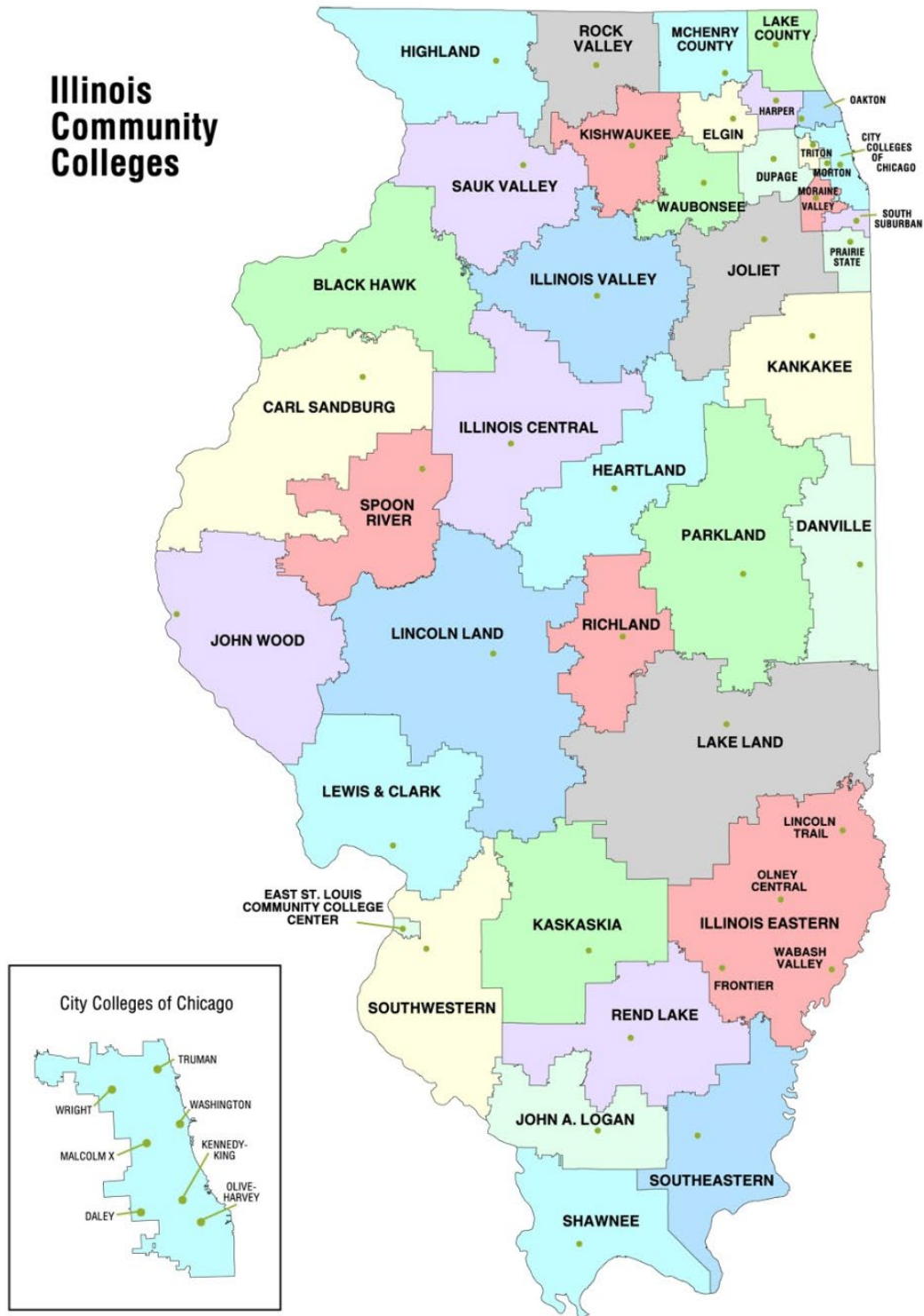
INTRODUCTION

The enclosed materials contain fiscal year 2025 (July 1, 2024 through June 30, 2025) responses from Illinois' public Community College System to the *African American Employment Plan Survey* ([Public Act 096-1341](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of African American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2025 is the sixteenth year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 45 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are African American. The report compliments the Equity Plans initiative ([Public Act 102-1046](#), effective 2022), which requires state public universities and community colleges to create and implement equity-focused plans and practices. It also addresses the reporting requirements of the [Board of Higher Education Act](#) (Sec. 9.16), aimed at improving access, retention, completion, and student loan repayment rates for traditionally underrepresented groups, including minorities, rural and adult students, women, individuals with disabilities, first-generation students, and low-income students. Other complementary initiatives are the *Asian American Employment Plan Survey* ([Public Act 097-0856](#)), the *Native American Employment Plan Survey* ([Public Act 101-0534](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting Asian Americans, Native Americans, and Hispanics at local community colleges. Recent editions of the *African American*, *Asian American*, *Native American*, and *Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *African American Employment Plan Report* begins with demographic information about the state of Illinois, and annual community college credit program enrollments, completions, and staffing. Then, individual college responses to standardized surveys addressing components of the legislation are provided. These surveys were adapted from [forms developed by the State of Illinois' Department of Central Management Services](#). The Illinois Board of Higher Education collects similar information for the public four-year universities.

MAP OF ILLINOIS COMMUNITY COLLEGES



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

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 12.71 million in 2024 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 [2025 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 2.3 percent between 2000 and 2024. The state population, however, decreased 0.9 percent between 2010 and 2024, and decreased 0.8 percent between 2020 and 2024. Illinois' 2024 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 2024, as the percent of Caucasians decreased from 73.5 percent to 63.3 percent of the population ([U.S. Census 2000 Illinois](#), [U.S. Census 2020 Illinois](#), and [2025 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2024.
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The race/ethnicity data collection methodology changed for the 2000 census and changed again for the 2020 census. The 2024 state census data showed that 9.3 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 2024 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,464,090 in 2024 ([U.S. Census 2000 Illinois](#) and [2025 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2024 was Hispanic/Latino. Compared to 2000, African American counts in 2024 decreased from 15.1 percent to 13.8 percent, whereas Asian American counts increased from 3.4 percent to 5.9 percent, Native American from 0.2 percent to 0.5 percent, and Hispanic/Latino from 12.3 percent to 19.4 percent.

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

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian* 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%
2024	63.3%	13.8%	5.9%	0.5%	16.5%	19.4%

*Includes Pacific Islander

**Includes two or more races

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

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

SOURCE OF DATA: U. S. Census Bureau (2000, 2010, and 2020) & 2025 Index of Need, Table 1.

Race/Ethnicity Distribution in Community College System Credit Programs

Overall in fiscal year 2025, minority students accounted for 55.4 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications align with State of Illinois collection

African American students—59,913 in fiscal year 2025—constitute the second largest minority group enrolled in the Illinois Community College System.

and reporting standards per [Illinois Public Act 103-0414](#), effective January 1, 2024, which expanded the race/ethnicity classifications to include a distinct Middle Eastern or North African classification. Fiscal year 2025 data show that minority representation increased from the prior year (fiscal year 2024 = 53.3 percent). Fiscal year 2025 results are above the five-year average (50.9 percent). Students identifying themselves as Hispanic students (now numbering 132,999) 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—59,913 in fiscal year 2025—constitute the second largest minority group in the latest data. Asian American students—25,631 in fiscal year 2025—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2025 proportionate representation by Hispanic students was higher in comparison to the prior year (30.2 percent in fiscal year 2025 versus 29.4 percent in fiscal year 2024). The fiscal year 2025 African American student proportional representation was also higher in comparison to the prior year (13.6 percent in fiscal year 2025 versus 13.0 percent in fiscal year 2024). 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 (+126.1 percent), U.S. Nonresident (+67.3 percent), Hispanic (+37.5 percent), Two or More Races (+35.2 percent), Native American (+20.9 percent), African American (+25.8 percent), and Asian American (+20.7 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 over three-fourths (77.5 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2025, Hispanic students accounted for one-half of Adult Education enrollments and African American students for one-fifth of those enrollments (50.7 percent and 19.7 percent, respectively). Additionally, minority students

accounted for approximately five out of every six (85.0 percent) individuals enrolled in community college ESL coursework during fiscal year 2025. Hispanic students accounted for nearly two-thirds (62.2 percent) of the community college ESL students, followed by Asian American students (8.3 percent) and African American students (7.0 percent).

Table 2
**Fiscal Year 2025 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 %	19.7%	50.7%	3.8%	0.7%	0.2%	0.1%	0.3%	2.1%	77.5%
Number	4,598	11,852	887	157	54	18	73	495	18,134
ESL %	7.0%	62.2%	8.3%	4.6%	0.1%	0.3%	1.7%	0.9%	85.0%
Number	2,386	21,155	2,812	1,572	21	91	564	294	28,895

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 2025, minorities comprised one-half (50.4 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 (25.4 percent), followed by African American students (12.2 percent), Asian American students (6.7 percent), students of Two or More Races (4.0 percent), U.S. Nonresident students (1.0 percent), Middle Eastern or North African students (MENA, 0.6 percent), Native American students (0.3 percent), and Pacific Islander students (0.2 percent). **Table 3** also shows that nearly one-half of students enrolled in CTE programs were members of a minority group (46.7 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 24.2 percent of the population. African American students had the second largest CTE program enrollment (13.6 percent), followed by Asian American students (4.1 percent), students of Two or More Races (3.4 percent), U.S. Nonresident students (0.8 percent), Native American students (0.3 percent), Middle Eastern or North African students (0.2 percent), and Pacific Islander students (0.1 percent).

Table 3
**Fiscal Year 2025 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 %	12.2%	25.4%	6.7%	1.0%	0.3%	0.2%	0.6%	4.0%	50.4%
Number	30,052	62,343	16,353	2,415	692	504	1,417	9,931	123,707
CTE %	13.6%	24.2%	4.1%	0.8%	0.3%	0.1%	0.2%	3.4%	46.7%
Number	15,464	27,424	4,662	937	328	143	186	3,857	53,001

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 2025. 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 2025. More detailed information is available in the [Annual Report on Student Enrollment and Completions in the Illinois Community College System](#).

Minority students accounted for 45.8 percent of Transfer graduates, compared to 46.4 percent of all CTE graduates.

Table 4 shows that during fiscal year 2025, more minority graduates completed CTE degrees and certificates (N = 20,845) than Transfer degrees and certificates (N = 12,028). Minority students

accounted for 45.8 percent of Transfer graduates, compared to 46.4 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (47.5 percent, N = 5,717), while 31.3 percent (N = 3,763) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (26.1 percent), followed by African American students (8.8 percent), Asian American students (5.3 percent), students of Two or More Races (3.5 percent), U.S. Nonresident students (1.4 percent), Middle Eastern or North African students (0.2 percent), Native American students (0.2 percent), and Pacific Islander students (0.2 percent). The fiscal year 2025 proportional representation of the African American Transfer graduates (8.8 percent) was higher by 0.5 percentage points from the prior year (8.3 percent). Hispanic students also accounted for the largest minority group for completions in CTE programs (25.1 percent), followed by African American students (12.8 percent), Asian American students (3.8 percent), students of Two or More Races (3.3 percent), U.S. Nonresident students (0.8 percent), Native American students (0.3 percent), Middle Eastern or North African students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2025 proportional representation of the African American CTE program graduates (12.8 percent) was lower by 0.6 percentage points from fiscal year 2024 (13.4 percent).

Table 4
Fiscal Year 2025 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 %	8.8%	26.1%	5.3%	1.4%	0.2%	0.2%	0.2%	3.5%	45.8%
Number	2,305	6,874	1,395	374	43	43	63	931	12,028
CTE %	12.8%	25.1%	3.8%	0.8%	0.3%	0.1%	0.2%	3.3%	46.4%
Number	5,731	11,268	1,724	364	140	62	78	1,478	20,845

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

Table 5 shows that in fiscal year 2025, minority faculty and staff accounted for 25.0 percent of tenured faculty/officials and managers (a 1.4 percent increase from fiscal year 2024), 20.0 percent of non-tenured faculty (a 0.8 percent increase from fiscal year 2024), 34.7 percent of professional staff/protective service workers (a 1.4 percent increase from fiscal year 2024), 39.9 percent of office and clerical/paraprofessionals (a 1.2 percent increase from fiscal year 2024), and 45.5 percent of service maintenance employees (a 0.2 percent increase from fiscal year 2024).

Table 5
Fiscal Year 2025 Minority Faculty and Staff in Illinois Community Colleges

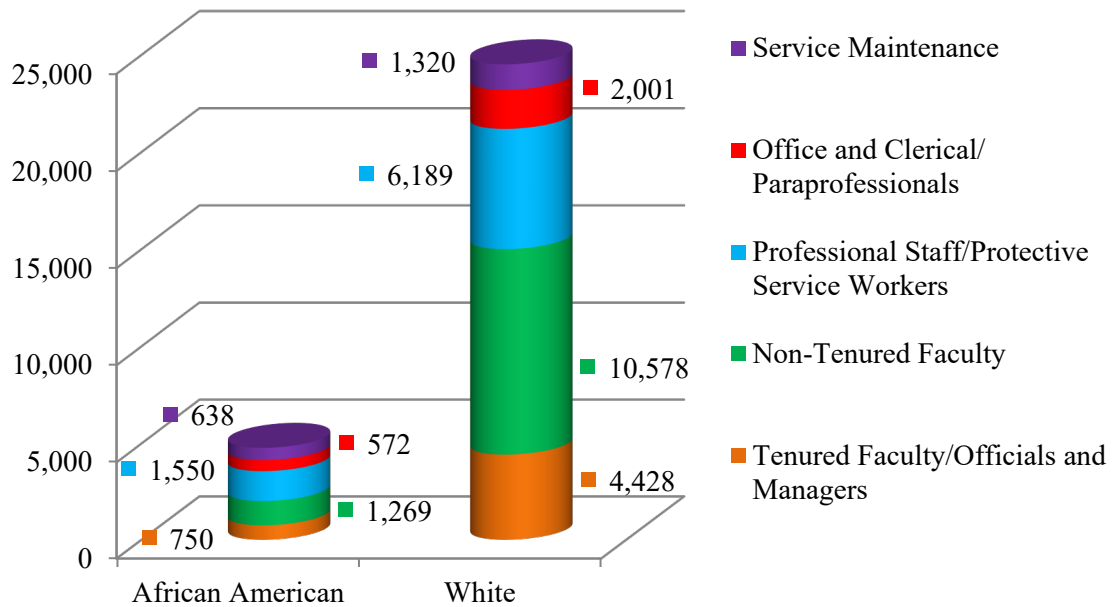
	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
<i>African American %</i>	12.3%	8.2%	15.1%	15.8%	24.2%
Number	750	1,269	1,550	572	638
<i>Hispanic/Latino %</i>	6.6%	5.9%	12.9%	17.4%	17.3%
Number	402	913	1,323	629	458
<i>Asian American %</i>	4.3%	4.4%	3.9%	3.8%	1.2%
Number	263	680	398	138	33
<i>U.S. Nonresident %</i>	0.2%	0.3%	0.4%	0.7%	0.6%
Number	11	41	40	24	15
<i>Native American %</i>	0.3%	0.2%	0.3%	0.1%	0.5%
Number	16	31	33	4	12
<i>Pacific Islander %</i>	0.1%	0.1%	0.1%	0.1%	0.2%
Number	5	12	15	2	5
<i>MENA%</i>	0.1%	0.1%	0.0%	0.0%	0.0%
Number	6	10	2	1	0
<i>Two or More Races %</i>	1.3%	1.0%	1.9%	2.0%	1.6%
Number	80	159	193	71	41
<i>Minority Subtotal %</i>	25.0%	20.0%	34.7%	39.9%	45.5%
Number	1,527	3,105	3,552	1,440	1,202

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 2025, African American faculty and staff accounted for 12.3 percent of tenured faculty/officials and managers, 8.2 percent of non-tenured faculty, 15.1 percent of professional staff/protective service workers, 15.8 percent of office and clerical/paraprofessionals, and 24.2 percent of service maintenance employees. **Figure 1** shows the African American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2025.

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

Figure 1
Comparison of African American Employees to White Employees
at Illinois Community Colleges in Fiscal Year 2025



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

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

The following pages contain the responses from the Illinois Community College System to the African American Employment Plan Survey ([Public Act 096-1341](#)). College responses appear in alphabetical order by college name. Information was collected on African American employees, funded positions, and African American employment initiatives at Illinois community colleges.

AFRICAN AMERICAN EMPLOYMENT PLAN RESULTS

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African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Black Hawk College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

The current college strategic plan for FY 2025-2029 places emphasis on student success helping students to become student ready for college. This model places focuses on increasing student enrollment to be a more integrated process. The college has a committee of faculty and staff that meet to plan and implement programs that focus on increasing African American student headcount.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Carl Sandburg College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	5	7	0	1

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

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

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

improvement at the institution.

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

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

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

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

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

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

Carl Sandburg College strives to accurately assess the needs of communities in the district in order to develop programs of support. As such, the College employs a Coordinator of Diversity and Inclusion. This position develops relationships within the community. Student enrollment and participation in The Women of Character, Men of Distinction, Black Student Association, Hispanic Latino Student Association, Gay-Straight Alliance student groups

has increased.

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Harold Washington College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

To increase the African American teaching/administrative staff and bilingual employees at our Institution we

recommend:

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Harry S. Truman College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Kennedy-King College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	8

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

To increase the African American teaching/administrative staff and bilingual employees at our Institution we

recommend:

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Malcolm X College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	14	6	3	3

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

To increase the African American teaching/administrative staff and bilingual employees at our Institution we

recommend:

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Olive-Harvey College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

To increase the African American teaching/administrative staff and bilingual employees at our Institution we

recommend:

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Richard J. Daley College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

City Colleges of Chicago – Wilbur Wright College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

Wright provides self-development training in many departments

FT employees able to take classes at any of our colleges

Tuition reimbursement available to many FT employees

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

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

No

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

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

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

environment for students, faculty, and staff.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

College of DuPage

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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".)

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

No

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

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

Yes

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

Yes

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

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

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

College of Lake County

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	12	1	2	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	16
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

More than a quarter of the recruiting budget is dedicated to diversity-focused hiring initiatives.

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

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

The College of Lake County (CLC) analyzes applicant tracking demographic data to monitor the diversity of its applicant pools. Recruitment efforts are supported by monthly reviews of employment activity and departures, as well as exit interviews and turnover reports that help identify opportunities for improvement.

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

Our mission for employee success is to support the college's commitment to student success by fostering an innovative, value-driven environment where employees of all backgrounds are encouraged to grow personally and professionally. We strive to create experiences that promote belonging, community, and meaningful development. CLC's strategic plan prioritizes equity and diversity in hiring, retention, talent management, and compensation and benefits. The College regularly reviews employment processes to ensure compliance and identify opportunities for improvement. All hiring committees complete annual training that includes hidden bias awareness and cultural competency.

Diversity is both a core institutional value and one of CLC's six strategic goals. We believe diversity is something we must continually cultivate, not simply acknowledge. It is central to the CLC experience, and we are committed to ensuring every member of our community feels welcomed, respected, and valued.

Our approach includes inclusive hiring practices, supportive onboarding experiences that reflect multicultural perspectives, and creating a workplace where mutual respect and understanding guide our actions and help eliminate bias.

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

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

The College offers a range of professional development opportunities, including career development resources, tuition support, staff training, career path guidance, and leadership development programs.

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 offers an above-market career development program, along with tuition reimbursement and tuition waivers for eligible employees pursuing career-related coursework at CLC or other approved educational institutions.

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

Yes

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

The College offers professional development to help faculty and staff strengthen skills and prepare for advancement. Our goal is to support every employee's academic, career, and personal growth through accessible leadership resources.

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

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

At the college, we are committed to supporting our African American students and community through a variety of programs and resources. We currently have an African American Resource Center, led by a full-time African American Outreach and Programs Coordinator who develops arts programming, community-building events, and support services across all campuses. This includes initiatives that celebrate Afro-Latino students and highlight cultural diversity.

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

Yes

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

Yes

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

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

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Danville Area Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

This is available to all employees

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

Yes

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

Higher education tuition program and leadership training

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Elgin Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The college allocates approximately \$8,000 for initiatives to ensure that there's a diverse applicant pool.

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

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

There's monitoring by HR and when an employee submits their letter of resignation or retirement, they are sent an "Exit Interview" in a form of a survey and the results are reviewed by both Human Resources and Institutional Research.

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

Recommendation is to ensure that all hiring committees culturally competent to make a equitable decision during the hiring process.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

There are several trainings offered through the Office of Professional Development both in person and online. Also, all employees have access to LinkedIn Learning for free, just for being an employee at college.

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

No

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

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

The College's Human Resources Department is looking for a new virtual platform that would allow positions to reach diverse applicants with in proximity of the college.

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Harper College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

The college is planning to create a diversity recruitment plan. The college will continue to advertise in diversity-specific venues to attract African American faculty and staff. The college will also continue to mandate training

classes for all employees who plan to participate in supervisory, faculty or administrator searches so that they can be educated on diversity issues, legal compliance, and cultural competency in the hiring process. Continually review and update the College Website to continue to create a more welcoming environment and to encourage individuals from under-represented groups to apply. Continue to maintain and expand the Diverse Faculty Fellow program to increase the number of individuals from underrepresented groups who become employees.

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

African American faculty/staff are provided with professional development dollars from \$250 \$2,700, based on employment classification, to enhance their skillsets/eligibility for promotion. On-line course/workshops are also available for employees.

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

No

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

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

Many strategies have been put in place to not only reduce achievement gaps for specific populations, but also to raise achievement levels of all students. Those initiatives include closer curriculum alignment work with our district high schools, multiple measures for placement, developmental education reform, creation of a first-year seminar course, and a new case management academic advising approach. With our new case management advising model, all new degree-seeking students are assigned an advisor upon entry who stays with that student until completion. The advisor helps the student to develop a semester-by-semester academic plan to meet intended goals and serves as a point person to guide the student through their Harper experience. Within this case management advising model, we are attending to our African American students in a few ways: a) we have hired African American advisors, b) advisors are able to sort their caseloads by race/ethnicity so they can identify these students and provide more intrusive assistance, if needed, and c) our new, credential-seeking African American students are included in our Early Alert system. Via Early Alert, faculty members can share notes of concern and/or kudos about a student's progress in class. Those notes go to the student and the assigned advisor so that the three may work as a team to promote the student's success. The College provides programs such as Summer Launch, One Million Degrees and the Women's Program which are targeted at assisting populations of traditionally underrepresented students. Each program provides additional support and financial assistance to students participating in those programs. The College has emergency funds available to all students, as well as Hawks Care resources - free food, school supplies, and lunch/grocery/gas cards. Admissions Outreach works with district 214 to host a Black Teen Summit.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Heartland Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A

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

At the highest level, the College's Strategic Plan explicitly establishes Equity, Diversity, and Inclusion (EDI) within the College's Values: "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.

More specifically, we broadly post job opportunities to reach diverse populations, including African American candidates, and then mitigate 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 Standards & Guidelines with an intended outcome of ensuring that African American applicants are advancing proportionally through the talent acquisition process.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

Additionally, the College's Workforce Empowerment Initiative (WEI) programming continued in FY25. The WEI is a statewide grant focused on expanding training opportunities for minority students, with a high percentage of African American student participants. The grant provides training and credentials in high-impact academic programs, specialized student support services, and job entry assistance into well-paid careers.

The Black Student Union continues to promote educational success and prosperity in the lives of all members. They hope to accomplish this by holding workshops for students' academic needs, by having peer-to-peer mentorships, and by hosting successful African American guest speakers to give informative lectures. Another aim is to promote unity among peers, and serve as a place for others, not of that culture, to learn.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Highland Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Our HR Director monitors internal reports detailing new hires and departures from the College.

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

Highland tries different recruitment venues to reach a more diverse candidate pool. Following the conclusion of a search, information from applicants 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.

We continue toward implementation of competency-based hiring for staff positions, standardizing core competencies

for each role. Focusing on skills rather than traditional qualifications can open up opportunities for a broader pool of candidates, including candidates from underrepresented groups, and help eliminate bias.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- * Workshops, online training, one-on-one coaching.
- * Tuition waivers for Highland classes are available to FT and PT employees.
- * Educational assistance to pursue education outside of Highland is available to FT employees.

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

Yes

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

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

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

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

Highland has been focused on integrating interventions to create a comprehensive program rather than through isolated mechanisms and supports and making the path from high school to college to career more accessible and clear. We received a grant that has allowed us to hire a Career Pathways Navigator. The role of the position is to increase the number of students from traditionally underrepresented groups in the region to matriculate from high school to associate and bachelor degree completion.

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Illinois Central College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Illinois Central College (ICC) allocated a total of \$168,206 for recruitment activities including staff.

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

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

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

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

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

A. Maintaining the Faculty Fellow Program

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

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

Internships

Community Linkages

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

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

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

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

The following goals are part of the College's FY'25 strategic initiatives:

A. Early College in both CTE and General Education Programming

B. Increase the number of Early College opportunities for students in underserved dual credit schools

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Illinois Eastern Community Colleges

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review from our legal counsel.

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

Not available

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

Not available

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Illinois Valley Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

N/A

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

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

We annually review all demographics to ensure that we are properly recruiting and advertising all positions. All open positions are posted on the College's website and full-time faculty positions also post with HigherEdJobs.com All employees receive training prior to serving on a search committee to ensure a fair and consistent search process.

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

IVCC's Board of Trustees has adopted an Affirmative Action Policy. The Equal Employment Opportunity statement is incorporated into all job postings.

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

None / Not applicable

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

Employees with career ladder enhancement

No

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

N/A

Self-development training

Yes

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

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

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

No

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

N/A

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

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

All job postings adhere to strict procedures in which HR instructs and reviews to ensure a fair and consistent recruiting process

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

John A. Logan College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

There are \$15,000 in budgeted funds for diversifying recruitment efforts, including the JALC website, Indeed, HigherEdJobs.com, DiversityJobBoard.com, and LinkedIn. The HR dept is working on implementing a new HRIS with a more diverse job board.

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

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

The Human Resources Department at JALC works with Institutional Research to monitor the employment and departure of employees at the college.

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

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.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

John Wood Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	26	138	0	3

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

- Suggest professional and personal connections with outside sources and people talk about the college being a good workplace and applying for positions

- HR reviews returned EEO forms and suggests to search committees that some applicants might be interviewed based on merit, without noting the applicants are African American.

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

- Qualified associate faculty may apply for full-time faculty positions when available. Full-time faculty are on a tenure track.
- Employees are encouraged to apply for any open positions they are qualified for.

Self-development training

Yes

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

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

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

No

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

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

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, pregnancy, age, marital status, disability, status as a protected veteran, or any legally protected status. After a position is filled, EEO data is reviewed and put into a form for continuous monitoring of hiring practices.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Joliet Junior College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	16	0	1	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

JJC has a recruitment and advertising budget of \$35,500 for the HR department. Utilize strategic and targeted recruitment sources, attending diversity job fairs, aligning with inclusive excellence & advocacy plans and strategic goals.

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

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

The college conducts periodic surveys to gather information from staff, faculty and students. This survey was used to develop the current advocacy and equity plans in which goals and objectives were formulated to address feedback

from the survey. The College routinely runs metric reports which monitor applicant yield, provides demographic information on hiring/retention and helps shape initiatives and recruitment strategies.

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

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

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

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

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

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

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

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

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

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

Addition of the following statements to all job descriptions:

Minimum Qualifications

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

Preferred Qualifications

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

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

Internships Community Linkages Mentorship of a new African American Faculty

Black Employee Resource Group

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Formal and informal self-development and professional development is offered. Financial resources allocated departmentally and institutional. In 2025, JJC launched Workday learning, with 20k+ online modules available to all employees.

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

Yes

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

Accessibility to training, professional development and a shared governance model encourages diversity. Mentoring and leadership training cohorts, ERG's, peace circles, book clubs, and other social/emotional/diversity opportunities.

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

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

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

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

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

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

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

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

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

Enhanced search committee training to include cultural competency education.

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

- o Mandatory Cultural Competency Workshop
- o Campus Wide Diversity Book Club
- o Peace Circles
- o Employee Resource Groups
- o Table Talks
- o President's Council for Inclusive Excellence & Advocacy

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Kankakee Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Kaskaskia College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A

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

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

and collaborating with community partners to disseminate information.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Kishwaukee College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Kishwaukee College actively monitors recruitment and retention efforts for African American employees and other underrepresented groups. The College conducts internal reviews using data from PeopleAdmin, which tracks applicant demographics and hiring outcomes. This information is analyzed and shared with campus stakeholders to guide initiatives. In addition, check-ins and exit interviews are conducted to identify trends and areas for improvement. Recruitment strategies are developed to strengthen outreach, and positions are posted on platforms such as HigherEdJobs to expand applicant reach. Diversity and equity are overseen collaboratively by HR and institutional leadership to ensure accountability and continuous improvement.

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

Kishwaukee College is committed to increasing African American teaching and administrative staff through focused recruitment, dedicated marketing, and expanded outreach efforts. The College continues to develop internal talent pipelines to grow its own faculty and staff while supporting retention through ongoing professional development, mentorship, and leadership opportunities. These strategies aim to attract, develop, and retain African American employees in a welcoming and inclusive environment.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

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

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

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

Kishwaukee College is committed to meeting the needs of African American students and the broader community through policies and practices that reflect our mission, vision, values, and civility statement. The College adheres to all EEO guidelines and actively works to recruit, retain, and support minority students through completion. Diversity and inclusion are emphasized in regular training for faculty, staff, and administrators, including specialized training for hiring committees to ensure equitable practices. These strategies aim to create an inclusive environment that promotes access, success, and a sense of belonging for African American students and the public.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Lake Land College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Lewis and Clark Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The HR team at the College actively monitors recruitment and workforce diversity through several measures:

1. Data Tracking & Internal Reviews: The team regularly reviews and tracks data on current employees and incoming applicants using our ATS and internal reporting tools.
2. Surveys/EOO Compliance: In the past year, we revamped the Voluntary EEO form to improve data collection and ensure compliance. This helps us monitor representation, including race and ethnicity, across College employees.
3. Bias Reduction in Hiring: We have implemented new processes within our talent acquisition strategy to minimize potential hiring biases, including those related to race and ethnicity.
4. Employee Departure Monitoring: While we do not have formal committee dedicated to monitoring departures, the HR team conducts exit meetings with all full-time employees.

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

The College is committed to seeking representation of African American teaching/administrative staff across all divisions of our workforce. At minimum, we aim to meet comparison benchmarks aligned with the population of our district. As our budget allows, we will consider and/or continue the following:

1. Highlight the College's commitment to diversity, equity, and inclusion (DEI) in job postings/career page.
2. Enhance internal processes by re-evaluating the talent acquisition flow, hiring committee training and awareness.
3. Review job descriptions and future postings to ensure inclusive language and ensure there are not any unnecessary barriers.
4. Continue to review online opportunities to advertise positions to a diverse pool of applicants and niche job boards.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

The College provides departmental training funds to support team members' self-development within their areas of expertise and offers annual faculty development courses to promote continuous professional growth.

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

No

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

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

We continue to strengthen our online marketing efforts to recruit African American students and employees. The College actively hosts and promotes community events designed to foster engagement, featuring keynote speakers and empowerment opportunities for African American community members.

On the employment front, the College is committed to exceeding district population demographics by prioritizing the recruitment and retention of full-time employees, ensuring representation meets or surpasses this benchmark.

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Lincoln Land Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	11	0	0	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

McHenry County College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

sourcing opportunities and DEBI principles.

Community Outreach and Recruitment Activities—MCC hosts and co-sponsors events such as the Amplify Conference. This is an annual conference that celebrates diverse student voices and experiences. During this conference, high school students of diverse backgrounds—and allies—explore how to navigate college and professional life through the lens of diverse stories. In addition to the conference, MCC participates in and hosts other activities on campus or in the community, such as Mexican Independence Day and Juneteenth. These serve as standing recruitment activities and opportunities to celebrate and honor employees' and students' cultural heritage, as well as to engage in community outreach efforts. Additionally, this year, to highlight MCC's continual commitment to diversity, equity, belonging, and inclusion, multiple faculty and staff visited classrooms to convey a unifying message as a part of the You Belong Here campaign.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

Monthly Celebration Campaigns—MCC continues to honor and celebrate affinity, culture, and identities months by sending a celebration campaign which offers various opportunities to learn, engage, and participate in events and activities associated with a particular observance, such as Black History Month.

#StoryReels— StoryReels aligns with the affinity month observances. This is a community-wide activity where participants watch a portion of a documentary and then engage in a facilitated discussion about the topic.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Moraine Valley Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

MVCC has advertised in diversity focused sources for recruitment of qualified talent, including African American professionals, with a budget over \$20-30k and have made pipelines through HBCUs, alumni orgs, university and community job fairs).

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

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

The college conducts internal analysis of recruitment and retention of college employees. Moraine Valley conducts employee engagement surveys and also provides exit interviews for employees.

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

Moraine Valley continued to recruit and employ qualified staff with welcoming core values and fair practices in mind, as well as those that best represent student population needs. The college utilized targeted online and print advertising sources, recruitment platforms, and events. Best practices currently include interviewing candidates with a diversified committee and providing committee training to ensure best outcomes. Moraine Valley should continue and increase recruitment/ outreach efforts within African American and other communities to enhance diverse, qualified talent pools through new and strengthened pipelines.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Training is offered through the Center for Teaching & Learning where employees may self-enroll in courses/programs to enhance professional development. Conferences are also options. Benefit eligible employees are eligible for tuition assistance.

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

No

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

Employees are encouraged to apply for positions that would enhance career growth.

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

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

Many strategies have been implemented not only to narrow achievement gaps among specific student groups, but also to raise overall achievement for all learners. In addition to leadership and mentoring programs, Moraine Valley hosts welcoming community related events and programming for students, faculty, and staff such as Equity Academy, workshops, student clubs, high school bridge programs, financial literacy workshops and supportive resources such as Tutoring, Career Services, Counseling and a special Food Pantry to support student success.

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Morton College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

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

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

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

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

Identify diverse social networks to attend and represent Morton College

Attend diversity job fairs specifically for African Americans

Evaluate hiring practices and educate chair committees around diversity initiatives.

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

Improve onboarding process for all adjuncts, especially, African American, adjuncts and provide mentorship programs

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

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 African American employees to report for your institution?

Yes

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

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 African American Employment Plan.

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

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

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Oakton College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$21,000 on: Chicago Diversity• HBCU• Diverse Jobs• Latinos in Higher Ed• Inside Higher Ed• The Chronicle of Higher Education• Hispanic Latino Professionals Association• Higher Ed Jobs Inc• IL Job Link• LinkedIn• Higher Education Recruitment Consortium

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

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

Yes, the College conducts national and regional searches to fill all administrative, staff and full-time faculty openings. Oakton places great value on embracing diversity and advancing equity. Oakton sets and pursues annual

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

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

Yes, the College conducts national and regional searches to fill all administrative, staff and full-time faculty openings. Oakton places great value on embracing diversity and advancing equity. Oakton sets and pursues annual affirmative action goals that reflect the diversity of the Oakton district and the college's enrollment profile. The College prides itself in building a remarkably diverse executive leadership staff, which is attributed to the College's commitment from the top and an infused commitment to diversity and equity within the institution's mission and strategic goals. Human Resources has developed cultural competency workshops used to train all search committee members on bias in the hiring process, diversity sensitivity and effective interviewing techniques. Participants 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.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

The College's Student Success Plan is written to provide access and support to all of our students, which includes minoritized students. Our recruitment and outreach department works with prospective students in the part of our district that has a large population of minoritized students. We have an Assistant VP for Access, Equity & Diversity and a coordinator who works to make sure BIPOC students receive access and support to be successful at the College. The College has recently invested financial resources in hiring a full-time Equity Coordinators to support our programming for our students that identify as African American and Latin-X. The College is engaged in two high impact practice projects – Persistence Project and Caring Campus. Faculty members participating in the Persistence Project commit to meeting with students for 15 minutes within the first several weeks of class in order to engage students in meaningful dialogue to support their persistence in their respective programs. Staff employees engaged in the Caring Campus project agree to participate in five behavioral commitments that help support how Oakton is a Caring Campus (ie: wearing our nametags; welcoming students; acknowledging a student that may need assistance; cross-departmental awareness; and warm referrals).

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

Yes

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

Yes

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

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

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Parkland College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition waivers for credit or community education courses at our College. Free online access to LinkedIn Learning. Professional development funds for other types of eligible educational programs with request process.

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

No

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

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

Our Advisory Committee for Accessibility, Inclusion and Diversity discusses challenges, issues, and develops strategies.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Prairie State College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Prairie State College understands the importance of recruiting African American faculty and we have budgeted \$1000 dollars towards recruitment of diverse candidates to support our African American Recruitment Initiatives. Our budget has been reduced.

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

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

At Prairie State College, employees receive comprehensive training focused on Diversity, Equity, Inclusion, and Belonging (DEIB) in the workplace. All hiring processes involve a search committee, with oversight from the

Affirmative Action Officer—who also serves as the Chief Human Resources Officer (CHRO)—to ensure compliance and fairness. Interview questions are carefully reviewed to promote an equitable and consistent selection process. As a Predominantly Black Institution (PBI), Prairie State College takes pride in proactively recruiting and developing exceptional talent that reflects and serves our diverse community.

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

PSC will increase the number of African American teaching and administrative staff by strengthening recruitment, hiring, and retention practices that are explicitly equity-minded and aligned with the College's mission. Our targeted recruitment efforts advertise faculty and administrative openings through networks, job boards, and professional associations that serve African American scholars and higher education professionals.

We ensure all search committees are diverse and receive training on mitigating bias, equity-minded hiring, and evaluating candidates' contributions to diversity, equity, and inclusion. We incorporate clear criteria in job descriptions and evaluation rubrics that recognize candidates' experience working with diverse student populations, their scholarship or practice related to equity, and their engagement with communities similar to PSC's service area. We create intentional internal pipelines by identifying, mentoring, and sponsoring talented African American staff and adjuncts for full-time and leadership roles, including structured leadership development programs and succession planning. We expand support for advanced degrees and credentials (e.g., tuition assistance, flexible scheduling) for African American employees who aspire to faculty or administrative positions, aligning with PSC's broader professional development offerings.

We continuously assess campus climate, to address microaggressions, and ensure that policies, workload, and recognition practices support the success and retention of African American employees.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

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

NA

Self-development training

No

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

NA

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

Yes

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

PSC is committed to the professional growth and advancement of African American employees. Tuition reimbursement, professional conferences, workshops, and leadership development programs internally and externally assist in the promotion this group

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

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

Prairie State College is expanding and aligning programs, services, and outreach efforts to support the growing number of African American students and community members seeking access to the institution. The Dual Credit Program allows students access to take college level courses while in high school. The college has an early college initiative which enables African American students access to the college sooner than traditional college tracks. The college hosts open houses regularly to attract African American students to the institution. Additionally, the college has all three TRIO programs, which provides added access and resources to the African American community. Prairie State College's status as a Predominantly Black Institution (PBI) reflects a student body in which the majority of enrolled students are Black or African American, and the College uses this designation to secure resources that enhance access and success for these learners. The institution emphasizes affordability, multiple learning formats (in-person, hybrid, and online), and open-access pathways to make enrollment more attainable for African American students and the broader community.

The College offers academic programs such as African and African American Studies that center Black history, culture, and achievement, providing relevant curricula and co-curricular experiences for African American students. In addition, the PEACE Center (Pride, Equity, Access, Cultural Exchange) serves as a hub for leadership development, identity exploration, cultural heritage celebrations, and personalized support, which directly benefits African American students and other historically marginalized groups. Student support services include partnerships like One Million Degrees housed within the PEACE Center, which connect students—many of whom are Black and from low-income backgrounds—to coaching, stipends, and structured success plans. Career Services provides targeted career development resources, including tools and networks specifically curated for African American students.

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Rend Lake College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of African American employees. The college ensures that job postings are distributed as broadly as possible to reach as many qualified African American applicants as possible. Despite our efforts, the number of qualified African American candidates are minimal at best. HR monitors the departure of all exiting employees.

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

Rend Lake College continues to advertise in a variety of venues in an attempt to reach qualified minority candidates. A variety of dual credit and dual enrollment classes are offered at all of the area high schools with the anticipation of getting more African American students to pursue postsecondary education after graduation to increase our applicant

pool. At the very least, all students are aware that Rend Lake College exists and is looking for employees with at least a high school diploma.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to seek out self-development and professional development opportunities. The college also tuition waivers for employees taking classes at Rend Lake College in preparation for advancement opportunities.

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

Yes

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

Employees are encouraged to apply for open positions of interest to them that would offer a promotion opportunity for them. Leadership classes are offered as an additional way to help development employees looking for future leadership positions.

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

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

Rend Lake College is very student oriented by sending reps to area high schools to help students complete FAFSA and admission applications as well as assistance with registration. The College offers a TRIO program to help 1st generation students. We provide a food pantry, gas cards and free and low cost food options for students. We have a daycare on campus to help students with small children.

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Richland Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No

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

Use internal resources for position referrals.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

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".)

Trauma Informed Practice Training

Conflict Resolution Training

Gallup Clifton Strengths Training

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

No

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

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

N/A

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Rock Valley College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	14	0	2	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

- Connecting with contacts through our job boards, social media (LinkedIn), and employee referrals;
- Creating networking opportunities with our community members, faculty and staff;
- Investing with WorkplaceDiversity.com (attracting), and current job board links by mining our open positions;
- Providing New Search Committee Training, that all interviewers must complete, that addresses removing bias

from the hiring process (Implicit Bias)

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Professional development and Interdepartmental training opportunities.
- Tuition reimbursement and free tuition for most employees.

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

No

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

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

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Sauk Valley Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	62	87	1	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

We do not.

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

Conduct confidential feedback sessions to understand the challenges and opportunities they identify.

Directly contact potential candidates and encourage them to apply.

Highlight support systems, mentorship programs, and advancement pathways during recruitment.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

Incorporating African American studies, history, and contemporary issues more thoroughly across academic programs.

Providing ongoing training for faculty and staff on anti-racism, equity-minded pedagogy, and inclusive practices.

Utilizing data to identify barriers to admission, retention, and graduation for African American students, and taking responsive action.

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Shawnee Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

Human Resources has transitioned to a new recruitment platform that allows the College to recruit on job boards nationwide.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

South Suburban College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

N/A

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

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

No

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

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

Include in our equitable plan to provide institution support.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

Professional development and sharing opportunities internally.

Self-development training

Yes

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

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

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

Provide surveys for feedback.

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

Yes

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

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

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

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

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

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

No

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

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Southeastern Illinois College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2025 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$5,000 was budgeted for all hiring recruitment activities, including African Americans.

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

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

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

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

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

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

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

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

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

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Southwestern Illinois College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	87	744	7	41

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	37
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

"SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruitment efforts include sharing vacancy announcements with the Urban League and NAACP also by utilizing the Affirmative Action package provided by HigherEdJobs.com. Additionally, we utilize CareerBuilder.com and Indeed.com to reach a broad applicant pool."

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

N/A

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through tuition assistance.

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

No

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

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

N/A

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

No

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

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Spoon River College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

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

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

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

No

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

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

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

Triton College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	21	1	3

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

To increase the number of African American teaching and administrative staff at our institution, we recommend the following strategies: Bias-Free Hiring Practices: Implement blind recruitment processes and provide training for hiring committees to reduce unconscious bias and ensure more equitable selection of candidates. Encourage Community Engagement: Actively engage with African American communities and organizations to raise awareness about job opportunities and the institution's commitment to diversity.

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

Professional Development
Inclusive Performance Reviews
Networking Opportunities
Career Advancement Resources

Self-development training

No

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

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Our institution is actively developing several strategies to meet the increasing needs of African American students and the broader public seeking access to higher education. These strategies include:

Scholarship and Financial Aid Support: We are increasing the availability of scholarships and financial aid specifically targeted to African American students, ensuring that financial barriers do not prevent access to higher education.

Diversity and Inclusion Programs: We are strengthening programs and initiatives designed to foster an inclusive and supportive environment for African American students, including mentorship, counseling, and affinity groups focused on student success and well-being.

Curriculum and Faculty Development: Our institution is actively working to diversify its curriculum to include more courses and research that reflect African American history, culture, and contributions. Additionally, we are enhancing efforts to recruit and retain African American faculty and staff to better serve our student population.

Community Engagement and Support: We are strengthening our connections with the local African American community by hosting events, workshops, and outreach programs that support students, families, and the public in navigating the higher education process.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2025

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and administrative staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Waubonsee Community College

As of June 30, 2025, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	0	0	0

As of June 30, 2025, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Yes. The institution conducts internal analyses and utilizes several tools to monitor recruitment, employment trends, and employee departures. Waubonsee administers an annual Employee Engagement Survey to all employees and uses Exit Interview Questionnaires for Support Staff, Full-Time Faculty, and Administrators. Data from these instruments is analyzed to identify patterns, support continuous improvement efforts, and inform strategic initiatives aimed at strengthening employee retention and satisfaction.

Waubonsee also works to increase diversity in its hiring processes by offering training for hiring committees and managers, and initiatives designed to promote equitable recruitment practices that attract and support underrepresented candidates.

Insights gathered from these efforts, along with HR's ongoing monitoring of applicant flow, hiring outcomes, and separation trends including race and ethnicity are reviewed as part of the Employee Engagement Team's work and integrated into the college's broader strategic goals to advance workplace culture, inclusivity, and equitable employment practices.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Expand Outreach and Recruitment Efforts

- Participate in career fairs, conferences, and networking events that center on diversity in higher education.
- Build intentional recruitment pipelines through partnerships with, professional associations, and affinity networks serving African American educators and administrators.
- Increase visibility of job openings on diversity-focused job boards and social platforms.

Enhance Inclusive Hiring Practices

- Continue to provide Bias Training for hiring committees and decision-makers to ensure equitable selection processes.
- Utilize structured interview processes and diverse hiring panels to reduce unconscious bias and support consistent evaluation of candidates.

Develop Targeted Professional Development and Mentorship

- Establish mentorship and leadership development programs designed to support employees from underrepresented groups including African American staff who aspire to teaching or administrative roles.
- Ensure access to professional development opportunities that strengthen pathways to advancement.

Strengthen Institutional Commitment to Diversity

- Set measurable diversity goals related to increasing African American representation and evaluate progress regularly.
- Align these goals with hiring plans, onboarding practices, and long-term retention strategies.

Build a Supportive Work Environment

- Encourage employee resource groups (ERGs) that foster community, belonging, and cultural awareness for African American staff.
- Promote transparent communication about advancement pathways and leadership opportunities.

Monitor and Adjust Initiatives

- Regularly collect and analyze data on recruitment, hiring, and retention trends for African American employees to understand outcomes and identify gaps.
- Adjust strategies based on feedback from employees and trends in higher education to ensure continuous improvement.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Provides tuition reimbursement, certificate and skills-based training, and department-funded professional development. Supports employee growth through workshops, online learning, and pathways for advancement.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The institution is developing and strengthening several strategies to expand access, engagement, and success for African American students and community members seeking educational opportunities. Waubonsee maintains a robust website and active social media presence that highlights its inclusive culture, mission, and supportive pathways for prospective students. The Council for Access and Inclusion plays a key role in celebrating diversity and fostering a welcoming environment through campus and community programming.

To increase awareness and access, the college hosts community-focused recruitment events including Registration Rally events that connect individuals with enrollment support, financial aid resources, and academic pathways. Waubonsee also provides tutoring, college visits, workshops, and cultural field trips for first-generation, low-income, and students with disabilities, ensuring early exposure and strong preparation for college success. These strategies, combined with equity-focused training for faculty and staff and continuous evaluation of student success data, help the institution strengthen outreach, remove barriers, and provide an inclusive learning environment where African American students can thrive.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes



Illinois Community College Board
Table 6
UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2025
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	-5.5%	-3.0%	-0.9%	-2.9%	2.9%	-2.5%
518	Carl Sandburg	-4.5%	-2.6%	7.9%	12.2%	0.1%	2.4%
508	City Colleges of Chicago	(8.7%)	(2.1%)	(11.7%)	(12.2%)	(30.3%)	(10.8%)
	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	0.6%	-1.9%	0.2%	0.0%	2.0%	-0.8%
532	College of Lake County	3.1%	-1.1%	1.7%	4.2%	12.9%	1.5%
507	Danville Area	-3.3%	-6.7%	4.4%	3.5%	3.1%	0.1%
509	Elgin	3.2%	-0.5%	4.9%	4.3%	-2.9%	1.7%
512	Harper	3.0%	0.9%	1.8%	-0.5%	-0.6%	1.3%
540	Heartland	-3.4%	-4.6%	-0.1%	5.3%	-7.7%	-2.6%
519	Highland	-3.1%	-0.8%	9.1%	2.8%	-1.5%	1.6%
514	Illinois Central	-2.2%	-4.7%	3.0%	4.9%	10.8%	0.4%
529	Illinois Eastern	-0.1%	-1.8%	0.7%	-2.2%	0.3%	-0.6%
513	Illinois Valley	-1.0%	-1.1%	-1.3%	0.2%	-2.2%	-1.1%
530	John A. Logan	-2.8%	-6.4%	-3.7%	1.1%	3.1%	-3.5%
539	John Wood	-2.6%	-2.0%	-0.1%	-4.1%	-4.1%	-2.1%
525	Joliet Junior	-3.8%	-1.3%	-1.5%	-9.5%	-1.3%	-1.8%
520	Kankakee	-1.6%	-7.6%	3.3%	-2.2%	7.8%	-2.2%
501	Kaskaskia	-2.1%	-4.0%	-3.3%	-1.7%	1.5%	-2.9%
523	Kishwaukee	-2.6%	-2.2%	-0.8%	-6.9%	-6.9%	-2.3%
517	Lake Land	0.3%	0.2%	3.1%	4.5%	4.3%	2.2%
536	Lewis and Clark	4.1%	-1.6%	10.9%	9.7%	-4.9%	3.3%
526	Lincoln Land	-3.5%	-4.7%	-2.2%	-4.0%	9.0%	-3.1%
528	McHenry County	1.0%	0.1%	-0.5%	0.0%	1.5%	0.2%
524	Moraine Valley	1.1%	-3.4%	5.0%	0.9%	-2.7%	-0.4%
527	Morton	1.7%	0.2%	-3.7%	-1.4%	-4.8%	-0.8%
535	Oakton	11.0%	-1.0%	5.7%	2.9%	12.1%	3.1%
505	Parkland	-5.6%	-6.6%	2.4%	5.4%	21.4%	-1.4%
515	Prairie State	-23.3%	-23.2%	-22.6%	8.5%	-28.3%	-15.8%
521	Rend Lake	-4.6%	-3.8%	-1.1%	-0.8%	-1.2%	-2.6%
537	Richland	-3.7%	-6.8%	7.5%	2.7%	-1.6%	-1.4%
511	Rock Valley	1.3%	0.7%	4.8%	-0.7%	-10.1%	1.0%
506	Sauk Valley	-1.9%	-2.3%	-0.1%	-3.5%	-3.5%	-2.0%
531	Shawnee	2.5%	-4.1%	0.2%	40.2%	-9.8%	1.7%
510	South Suburban	-16.2%	-20.3%	-3.5%	-3.9%	-0.2%	-13.6%
533	Southeastern Illinois	3.6%	-1.6%	-0.9%	-2.5%	-2.5%	-0.4%
522	Southwestern Illinois	-11.0%	-13.5%	13.6%	-0.5%	-1.4%	-3.7%
534	Spoon River	-4.6%	-4.6%	-3.2%	-4.6%	-4.6%	-4.2%
504	Triton	0.5%	-9.4%	-3.1%	-3.4%	-13.6%	-6.4%
516	Waubonsee	<u>1.1%</u>	<u>-3.1%</u>	<u>-3.0%</u>	<u>-3.2%</u>	<u>-3.4%</u>	<u>-2.5%</u>
	TOTALS	-1.3%	-5.4%	1.6%	2.3%	10.6%	-1.0%

NA = Data Not Available

Effective in fiscal year 2025, Illinois Eastern Community Colleges was centralized for reporting as a single college district with four campuses (Frontier, Lincoln Trail, Olney Central, and Wabash Valley).

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census, SIU-Edwardsville Department of Business\Economics



Illinois Community College Board
Table 7
SUMMARY OF AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2025
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	2	11	9	3	6	31
518	Carl Sandburg	0	2	21	2	1	26
508	City Colleges of Chicago	(354)	(530)	(669)	(203)	(450)	(2,206)
	Harold Washington	36	77	57	27	33	230
	Harry S Truman	27	52	74	46	39	238
	Kennedy-King	66	89	146	51	120	472
	Malcolm X	75	135	136	23	84	453
	Olive-Harvey	48	90	102	32	114	386
	Richard J. Daley	28	54	40	9	48	179
	Wilbur Wright	14	30	31	11	8	94
	District Office	60	3	83	4	4	154
502	College of DuPage	17	53	49	16	8	143
532	College of Lake County	24	44	36	16	20	140
507	Danville Area	7	5	30	4	3	49
509	Elgin	18	18	22	11	1	70
512	Harper	21	28	23	5	3	80
540	Heartland	8	11	24	3	0	46
519	Highland	1	5	12	3	1	22
514	Illinois Central	15	17	52	13	22	119
529	Illinois Eastern	4	1	5	0	1	11
513	Illinois Valley	1	2	1	1	0	5
530	John A. Logan	4	2	4	5	5	20
539	John Wood	1	3	3	0	0	7
525	Joliet Junior	11	47	43	0	8	109
520	Kankakee	9	6	15	5	5	40
501	Kaskaskia	2	1	1	1	2	7
523	Kishwaukee	3	7	9	0	0	19
517	Lake Land	2	3	15	5	2	27
536	Lewis and Clark	13	11	12	26	0	62
526	Lincoln Land	8	14	14	4	9	49
528	McHenry County	3	7	1	1	1	13
524	Moraine Valley	24	43	39	22	6	134
527	Morton	6	9	1	1	0	17
535	Oakton	27	28	34	10	11	110
505	Parkland	7	13	46	6	18	90
515	Prairie State	35	95	39	112	9	290
521	Rend Lake	0	1	4	1	2	8
537	Richland	8	9	20	4	2	43
511	Rock Valley	18	26	25	13	0	82
506	Sauk Valley	1	1	2	0	0	4
531	Shawnee	6	5	6	8	0	25
510	South Suburban	38	87	59	23	14	221
533	Southeastern Illinois	3	1	1	0	0	5
522	Southwestern Illinois	7	41	143	5	21	217
534	Spoon River	0	0	1	0	0	1
504	Triton	29	66	49	35	4	183
516	Waubonsee	13	16	11	5	3	48
	TOTALS	750	1,269	1,550	572	638	4,779

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 2025
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	139	280	150	76	61	706
518	Carl Sandburg	70	106	170	12	22	380
508	City Colleges of Chicago	(968)	(1,769)	(1,691)	(507)	(774)	(5,709)
	Harold Washington	130	270	191	60	49	700
	Harry S Truman	106	295	272	143	90	906
	Kennedy-King	90	157	201	70	149	667
	Malcolm X	166	337	295	67	123	988
	Olive-Harvey	76	150	149	46	145	566
	Richard J. Daley	88	250	137	43	124	642
	Wilbur Wright	119	302	181	62	88	752
	District Office	193	8	265	16	6	488
502	College of DuPage	313	1,820	970	330	116	3,549
532	College of Lake County	246	791	428	147	102	1,714
507	Danville Area	81	96	184	26	20	407
509	Elgin	252	515	249	133	94	1,243
512	Harper	333	678	453	180	111	1,755
540	Heartland	184	356	316	23	14	893
519	Highland	64	129	87	40	32	352
514	Illinois Central	237	438	452	97	114	1,338
529	Illinois Eastern	194	262	176	43	40	715
513	Illinois Valley	88	195	120	42	19	464
530	John A. Logan	89	210	111	59	48	517
539	John Wood	65	138	74	41	18	336
525	Joliet Junior	195	577	537	7	98	1,414
520	Kankakee	91	158	102	54	26	431
501	Kaskaskia	86	214	87	36	34	457
523	Kishwaukee	69	149	146	23	21	408
517	Lake Land	114	186	334	84	35	753
536	Lewis and Clark	144	335	76	178	22	755
526	Lincoln Land	179	429	240	99	53	1,000
528	McHenry County	130	487	112	76	35	840
524	Moraine Valley	198	568	244	185	72	1,267
527	Morton	92	181	92	29	27	421
535	Oakton	165	640	307	121	63	1,296
505	Parkland	176	435	384	40	58	1,093
515	Prairie State	111	301	121	177	34	744
521	Rend Lake	83	119	116	26	59	403
537	Richland	83	138	96	25	17	359
511	Rock Valley	159	241	168	139	36	743
506	Sauk Valley	62	87	59	35	22	265
531	Shawnee	49	88	60	16	4	217
510	South Suburban	95	242	112	44	25	518
533	Southeastern Illinois	49	110	62	12	3	236
522	Southwestern Illinois	87	744	439	27	119	1,416
534	Spoon River	47	94	73	27	7	248
504	Triton	154	736	320	233	83	1,526
516	Waubonsee	<u>174</u>	<u>502</u>	<u>326</u>	<u>162</u>	<u>103</u>	<u>1,267</u>
	TOTALS	6,115	15,544	10,244	3,611	2,641	38,155

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SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

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