



NATIVE AMERICAN EMPLOYMENT PLAN REPORT

FISCAL YEAR 2025

January 2026

Compiled by ICCB

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Table of Contents

Introduction.....	4
Map of Illinois Community Colleges	5
Demographic Information.....	6
Native American Employment Plan Survey Results	12
Utilization Rate for Native American Employees in Illinois Public Community Colleges.....	113
Summary of Native American Employees in Illinois Public Community Colleges.....	114
Summary of Total Employees in Illinois Public Community Colleges.....	115
Bibliography	116

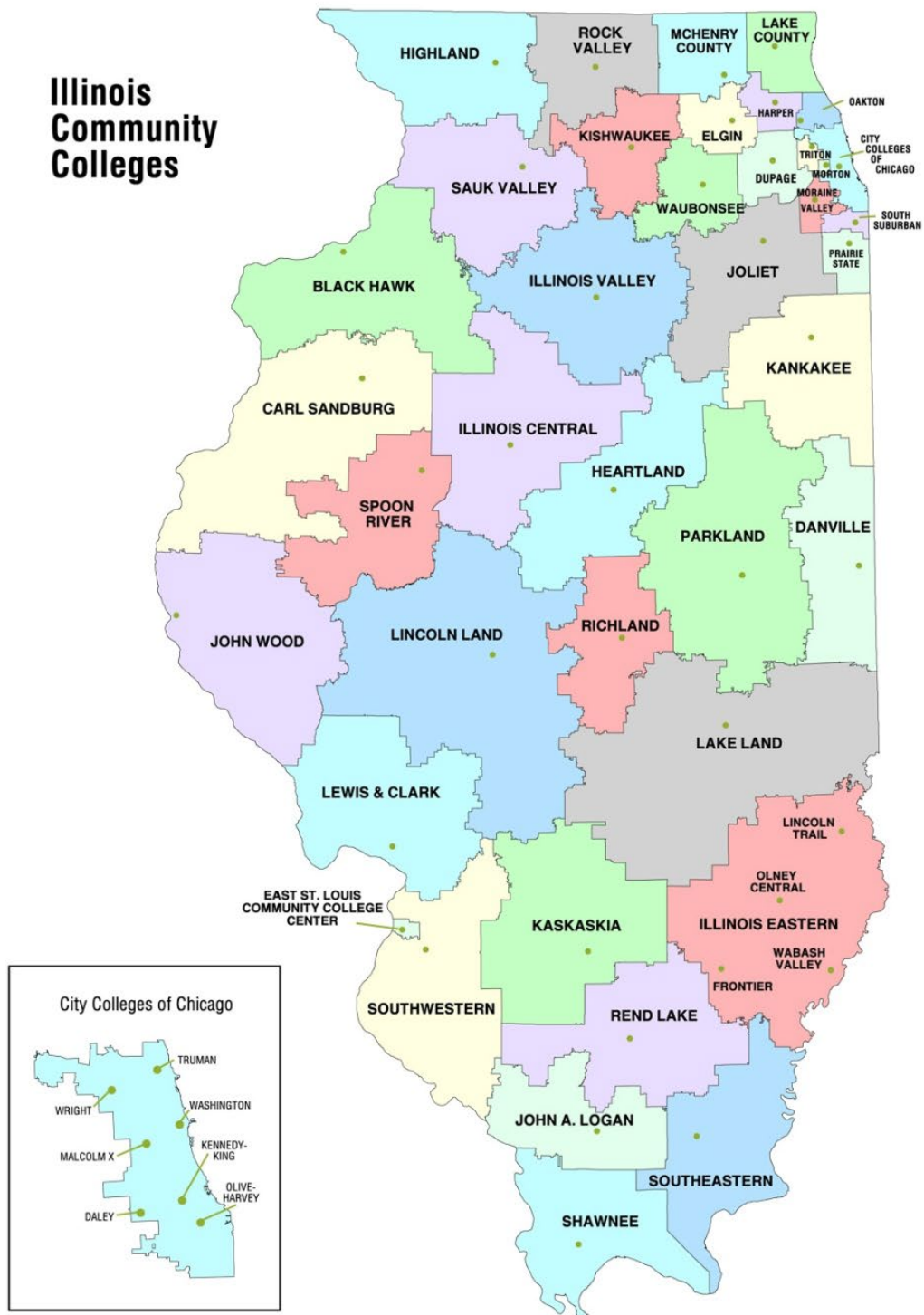
INTRODUCTION

The enclosed materials contain fiscal year 2025 (July 1, 2024 through June 30, 2025) responses from Illinois' public Community College System to the *Native American Employment Plan Survey* ([Public Act 101-0534](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Native American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2025 is the sixth year that community colleges, public universities, and state agencies have been asked to furnish Native American Employment Plans. The Illinois Community College System consists of 45 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are Native American. The report compliments the Equity Plans initiative ([Public Act 102-1046](#), effective 2022), which requires state public universities and community colleges to create and implement equity-focused plans and practices. It also addresses the reporting requirements of the [Board of Higher Education Act](#) (Sec. 9.16), aimed at improving access, retention, completion, and student loan repayment rates for traditionally underrepresented groups, including minorities, rural and adult students, women, individuals with disabilities, first-generation students, and low-income students. Other complementary initiatives are the *African American Employment Plan Survey* ([Public Act 096-1341](#)), the *Asian American Employment Plan Survey* ([Public Act 97-0856](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting African Americans, Asian Americans, and Hispanics at local community colleges. Recent editions of the *African American*, *Asian American*, *Native American*, and *Hispanic Employment Plan Reports* are available on the [ICCB website](#).

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

MAP OF ILLINOIS COMMUNITY COLLEGES



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

DEMOGRAPHIC INFORMATION

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

State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.71 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.

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 and reporting standards per [Illinois Public Act 103-0414](#), effective

Native American students—1,199 in fiscal year 2025—constitute 0.3 percent of students enrolled in the Illinois Community College System.

January 1, 2024, which expanded the race/ethnicity classifications to include a distinct Middle Eastern or North African classification. Fiscal year 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 four 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 (8.3percent) 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 Native American Transfer graduates (0.2 percent) matched the proportional representation from the prior year (0.2 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 Native American CTE program graduates (0.3 percent) matched the proportional representation from fiscal year 2024 (0.3 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

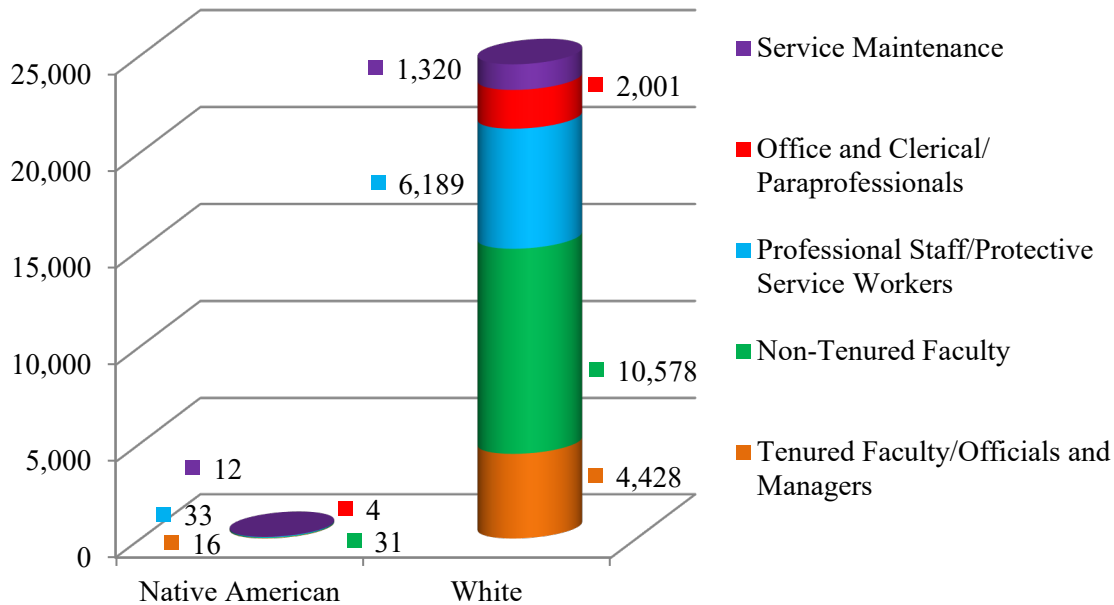
	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
<i>African American %</i>	12.3%	8.2%	15.1%	15.8%	24.2%
Number	750	1,269	1,550	572	638
<i>Hispanic/Latino %</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, Native American faculty and staff accounted for 0.3 percent of tenured faculty/officials and managers, 0.2 percent of non-tenured faculty, 0.3 percent of professional staff/protective service workers, 0.1 percent of office and clerical/paraprofessionals, and 0.5 percent of service maintenance employees. [Figure 1](#) shows the Native American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 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 Native 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 Native American Employment Plan Survey

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

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

NATIVE AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

Black Hawk College.....	13
Carl Sandburg College.....	15
City Colleges of Chicago.....	18
College of DuPage.....	33
College of Lake County.....	36
Danville Area Community College.....	39
Elgin Community College.....	41
Harper College.....	43
Heartland Community College.....	45
Highland Community College.....	47
Illinois Central College.....	49
Illinois Eastern Community College.....	51
Illinois Valley Community College.....	53
John A. Logan College.....	55
John Wood Community College.....	57
Joliet Junior College.....	59
Kankakee Community College.....	62
Kaskaskia College.....	64
Kishwaukee College.....	66
Lake Land College.....	68
Lewis and Clark Community College.....	70
Lincoln Land Community College.....	72
McHenry County College.....	74
Moraine Valley Community College.....	76
Morton College.....	78
Oakton College.....	81
Parkland College.....	84
Prairie State College.....	86
Rend Lake College.....	89
Richland Community College.....	91
Rock Valley College.....	93
Sauk Valley Community College.....	95
Shawnee Community College.....	97
South Suburban College.....	99
Southeastern Illinois College.....	102
Southwestern Illinois College.....	104
Spoon River College.....	106
Triton College.....	108
Waubonsee Community College.....	110

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Black Hawk College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Black Hawk College utilizes an approved hiring process that provides equality for all candidates and employees. BHC monitors employment actions and decisions and adjusts procedures as needed to avoid practices that may lead

to disparate treatment/impact of any minority/underrepresented group of individuals.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Carl Sandburg College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	5	7	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

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

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

City Colleges of Chicago – Harold Washington College

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

Yes

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Harold Washington College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven

colleges. Harold Washington College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

City Colleges of Chicago – Harry S. Truman College

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

Yes

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Truman College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges.

Truman College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2025

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

City Colleges of Chicago – Kennedy-King College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	3	2	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Kennedy-King College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven

colleges. Kennedy-King College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

City Colleges of Chicago – Malcolm X College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	14	6	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	5
Total Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Malcolm X College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges.

Malcolm X College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2025

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

City Colleges of Chicago – Olive-Harvey College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Olive-Harvey College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven

colleges. Olive-Harvey College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

City Colleges of Chicago – Richard J. Daley College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Daley College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Daley

College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

Yes

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

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

City Colleges of Chicago – Wilbur Wright College

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

Yes

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Wright College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Wright

College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

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

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

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

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

Wright provides self-development training in many departments

FT employees able to take classes at our colleges

Tuition reimbursement available to FT employees to further their education

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

College of DuPage

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees have access to professional development funds each year to use for career progression and enrichment.

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

No

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

Does your institution currently have a Native American Resource Center?

Yes

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

Yes

For institutions with a Native American Resource Center and a Director or Coordinator for that NARC please provide a YES/NO response to the following questions regarding the NARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED

"YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

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

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

College of Lake County

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	12	1	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	16
Total Native American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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 Native American Employment Plan for Higher Education.

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

The College of Lake County (CLC) 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 Native 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 Native American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

The College 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 Native American employees to report for your institution?

Yes

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

The College 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 Native American Employment Plan.

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Danville Area Community College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Our diversity plan

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

We will continue to recruit for a diverse pool of applicants

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Elgin Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	13	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

The 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 Native American Employment Plan for Higher Education.

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

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 Department and Institutional Research Department.

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

Recommendation of having a more targeted recruitment strategy, which the College is currently working and implemented May 2026

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Harper College

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

Yes

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

While Harper does not conduct internal studies on recruitment of Native American employees, the College is placing increasing emphasis on the recruitment and retention of people from underrepresented groups, including Native

Americans. Diversity statistics are created at each step of the faculty and administrator search process to inform hiring managers. Exit interviews are conducted electronically with departing employees and the reasons for leaving are assessed.

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Heartland Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A

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

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 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 applicants are advancing proportionally through the talent acquisition process.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Highland Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- * Workshops, online training, one-on-one coaching.
- * Tuition waivers for Highland classes are available to 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 Native American employees to report for your institution?

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Illinois Central College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

ICC is committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment. The College maintains an Affirmative Action Plan written on an annual basis to reaffirm Illinois

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

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

A. Maintaining the Faculty Fellow Program

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

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

Internships

Community Linkages

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Illinois Eastern Community Colleges

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel.

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

Not available.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Illinois Valley Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

N/A

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

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

We annually review all demographics to ensure that we are properly recruiting and advertising 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 Native American teaching/administrative staff at your institution.

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

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

N/A

Self-development training

Yes

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

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

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

No

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

N/A

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

John A. Logan College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

There are \$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 Native American Employment Plan for Higher Education.

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

John Wood Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	26	138	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	0
Total Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

review.

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

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

Self-development training

Yes

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

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

Faculty and associate faculty can participate in Faculty Senate.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Joliet Junior College

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

No

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

For outreach to various recruitment sources and marketing channels. We evaluate the initiatives/yield, and adjust the strategic sources as needed. Attend diversity job fairs and align HR efforts with JJC Inclusive Excellence and Advocacy plans.

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

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

The college conducts 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 Native American teaching/administrative staff at your institution.

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

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

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

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

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

Honor Native American during the month of November, several Prof dev opportunities, community events, student/staff events

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Native American employees to report for your institution?

Yes

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

Accessibility to training, professional development and a shared governance model encourages diversity among committee members. Formal initiatives such as mentoring and leadership training cohorts exist.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Kankakee Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Yes, KCC conducts internal studies in the form of exit interviews with all departing full-time employees. This information is compiled by the Director of HR and shared with the President's Cabinet. As part of the Equity,

Diversity, and Inclusion Assessment Plan, the college has an EDI Planning Team that acts as a catalyst in building a more diverse and inclusive working environment, as well as recommending goals and action plans to the administration in alignment with the college's mission and strategic plan. Specifically, the EDI team is focusing on increasing the diversity in candidate pools, retaining faculty and staff, and maintaining employee satisfaction related to inclusion, respect, and sensitivity.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Kaskaskia College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

N/A

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Kishwaukee College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Kishwaukee College is committed to meeting the needs of Native 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 Native American students and the public.

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

Kishwaukee College is committed to increasing Native 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 Native American employees in a welcoming and inclusive environment.

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

Internships Community Linkages Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

Career goals are discussed with employees during their annual evaluation 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 Native American Employment Plan.

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Lake Land College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Lewis and Clark Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The 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 Native American teaching/administrative staff at your institution.

The College is committed to seeking representation of Native 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 Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Lincoln Land Community College

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

No

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

McHenry County College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

MCC conducts internal review of applicant and employment data through its ATS and HRIS/ERP systems, and trains its search committees on diversity and specific Native American needs. Native American-specific data regarding

applicants and employees and their departures is monitored and distributed to relevant stakeholders throughout the college community.

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

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

The College has also participated in or sponsored various community events, 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 Native-American 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 implement employment incentives to attract Native American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Moraine Valley Community College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

Moraine Valley conducts employee engagement surveys and also performs exit interviews for departing employees.

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

Moraine Valley should continue to increase recruitment of qualified talent and outreach efforts with Native American communities through strategic advertising and new pipelines. HR utilizes multiple advertising platforms and community resources, for talent recruitment and also provides committee training to foster fair and welcoming practices to ensure bias is reduced and qualified candidates are selected.

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Courses are offered via the Center for Teaching and Learning in which faculty and staff may self-enroll to enhance personal and professional development. Moraine Valley also has a required annual Learning College Day dedicated to development.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Morton College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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

This section of the survey will list all activities your institution has undertaken that would help in the

implementation of the State of Illinois Native American Employment Plan for Higher Education.

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

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

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

Morton College:

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

Identify diverse social networks to attend and represent Morton College.

Attend diversity job fairs specifically for Native Americans.

Evaluate hiring practices and educate chair committees around diversity initiatives.

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

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

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Oakton College

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

Yes

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	5	0	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	5
Total Native American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$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 Native American Employment Plan for Higher Education.

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Parkland College

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

Yes

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

Targeted recruitment with professional associations and college alumni.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition waivers for 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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Prairie State College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

NA

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

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

Prairie State College makes an effort to monitor and review all processes related to selecting and retaining qualified and diverse candidates. All positions require search committees. Search committees are informed of the importance of selecting qualified and diverse candidates in all demographics. Search committees are cross functional and from various ethnicities, employee groups, and departments. Additionally, PSC's Affirmative Action Officer who is also the CHRO monitors all candidate searches and lists. Exit interviews are also conducted and HR reviews the responses of departing employees to analyze trend data. Prairie State College conducts institutional research and equity-focused data reviews, and uses existing leadership structures and Human Resources to monitor recruitment, employment, and separation trends. These activities encompass all employee groups, including Native American employees, though data are not always disaggregated or reported solely for this population.

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

Prairie State College will increase the number of Native American teaching and administrative staff by adopting targeted recruitment, culturally grounded partnerships, and sustained support for retention and advancement. Advertise faculty and administrative vacancies through organizations and networks that serve Native American professionals, such as tribal colleges and universities, Native American professional associations, and Native American-focused higher education consortia.

Build relationships with graduate programs and tribal colleges to create pathways for Native American master's and doctoral graduates to consider Prairie State College as a teaching or administrative home.

Ensure search committees receive training on Native American histories, sovereignty, and equity-minded hiring, and include members with experience working with Native American communities when possible. Explicitly value candidates' experience with Native American students, communities, and Indigenous scholarship or practice in job descriptions and evaluation rubrics, so that this work is recognized as central, not peripheral, to the role.

Regularly review workforce and promotion data disaggregated by race/ethnicity, and charge equity leadership and HR with identifying and addressing barriers that may affect recruitment, retention, and promotion of Native American employees.

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

Community Linkages

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Rend Lake College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of Native Americans. Job advertisements are done on a very broad spectrum to try and reach as many qualified minorities as

possible. The local population does not include many Native Americans, so recruiting and surveying would be difficult and meaningless with limited data.

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

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

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are encouraged to pursue self-development and professional development initiatives. We offer free tuition for employees and some tuition reimbursement for employees seeking a higher degree.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Richland Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No

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

Use internal resources for position referrals.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Trauma Informed Practice Training

Conflict Resolution Training

Gallup Clifton Strengths Training

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Rock Valley College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	14	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

At Rock Valley College, we are able to recruit for diverse populations, 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 Native American employees such as any of the following (please select all that apply):

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Professional development and Interdepartmental training opportunities.
- Tuition reimbursement and free tuition for most employees.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Sauk Valley Community College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	62	87	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

We do not.

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

Offer faculty and staff training on Native history, sovereignty, and cultural responsiveness.

Provide training to hiring committees on culturally informed interviewing practices and how to reduce implicit bias.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Shawnee Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

Human Resources has transitioned to a new recruiting platform that allows the College to post on job boards nationwide.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

The College offers an educational advancement for employees to move up the salary scale based on hours received beyond a Bachelor's degree.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

South Suburban College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

N/A

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

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

No.

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

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

Include in our equitable plan to provide institution support.

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

Professional development and sharing opportunities internally.

Self-development training

Yes

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

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

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

Provide surveys for feedback.

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Southeastern Illinois College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

\$5,000 was budgeted for all hiring recruitment activities, including Native 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 Native American Employment Plan for Higher Education.

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

Yes, our Human Resources department monitors the recruitment, employment, and departure of employees at Southeastern Illinois College.

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

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

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

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

Professional Development Workshops are held throughout the academic year, along with development opportunities available for faculty and staff who wish to participate.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Southwestern Illinois College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	87	744	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	37
Total Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

N/A

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through tuition assistance.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Spoon River College

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

No

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

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

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Triton College

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

No

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

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
Total #	2	21	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 Native American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Through recruitment efforts and monitoring, we aim to ensure that our recruitment processes are inclusive, that all employees feel supported, and that we are continuously improving our retention strategies

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

Build Supportive Networks and Mentorship Programs
Ensure Inclusive Hiring Practices
Promote an Inclusive Campus Environment
Offer Professional Development and Advancement Opportunities

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

Professional Development Programs
Mentorship and Coaching
Leadership Opportunities
Annual Performance Reviews with Advancement Goals
Inclusive Networking Opportunities

Self-development training

Yes

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

Professional Development Programs
Mentorship and Coaching
Leadership Opportunities
Annual Performance Reviews with Advancement Goals
Inclusive Networking Opportunities

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534)
Fiscal Year 2025

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

Waubonsee Community College

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

No

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

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

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Yes. 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 collected from these instruments is examined to identify patterns, inform strategic planning efforts, and support initiatives that strengthen employee retention and satisfaction.

Waubonsee also works to promote diversity in its hiring processes by offering training for hiring committees and managers, as well as implementing initiatives designed to support equitable recruitment practices that attract underrepresented candidates, including Native American applicants.

Insights gathered from these efforts together with HR's ongoing review of applicant flow, hiring outcomes, and separation trends by race and ethnicity are reviewed as part of the Employee Engagement Team's work and integrated into broader institutional goals to advance workplace culture, inclusivity, and equitable employment practices.

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

Expand Outreach and Recruitment Efforts

Participate in career fairs, conferences, and higher education diversity events that support Native American representation.

Build partnerships with Native American-serving organizations, tribal colleges, and professional associations to develop intentional recruitment pipelines.

Increase visibility of job postings on diversity-focused job boards and platforms connected to Native American professionals.

Enhance Inclusive Hiring Practices

Continue providing Bias Training for hiring committees and decision-makers to ensure equitable evaluation of all candidates.

Utilize structured interview processes and diverse hiring panels to reduce unconscious bias and strengthen consistency in hiring decisions.

Develop Targeted Professional Development and Mentorship

Establish mentorship and leadership development programs that support underrepresented staff, including Native American employees pursuing teaching or administrative positions.

Provide equitable access to professional development opportunities that promote career advancement and leadership readiness.

Strengthen Institutional Commitment to Diversity

Set measurable goals for increasing Native American representation in teaching and administrative roles and track progress regularly.

Align diversity goals with hiring strategies, onboarding practices, and long-term retention efforts.

Build a Supportive Work Environment

Encourage Employee Resource Groups (ERGs) that promote belonging, cultural awareness, and community for Native American staff.

Ensure transparent communication about pathways to advancement and leadership opportunities.

Monitor and Adjust Initiatives

Regularly analyze recruitment, hiring, and retention trends for Native American employees to identify gaps and

opportunities for improvement.

Adjust strategies based on institutional data, employee input, and trends in higher education.

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

Internships Community Linkages Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

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 Native American employees to report for your institution?

No

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

Does your institution currently have a Native American Resource Center?

No



Illinois Community College Board
Table 6
UTILIZATION RATE FOR NATIVE AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 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	-0.2%	0.1%	-0.2%	-0.2%	-0.2%	-0.1%
518	Carl Sandburg	1.3%	0.8%	0.4%	-0.2%	-0.2%	0.6%
508	City Colleges of Chicago	(-0.7%)	(-0.5%)	(-0.0%)	(-0.7%)	(-0.1%)	(-0.3%)
	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%	0.0%	-0.1%	-0.4%	0.5%	0.0%
532	College of Lake County	-0.8%	-0.2%	-0.6%	-0.2%	-0.8%	-0.4%
507	Danville Area	-0.1%	-0.1%	0.4%	-0.1%	-0.1%	0.1%
509	Elgin	-0.9%	-1.3%	-1.3%	-1.3%	-1.3%	-1.2%
512	Harper	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
540	Heartland	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
519	Highland	1.3%	-0.3%	-0.3%	-0.3%	2.9%	0.3%
514	Illinois Central	0.3%	-0.2%	-0.2%	-0.2%	-0.2%	-0.1%
529	Illinois Eastern	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%
513	Illinois Valley	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
530	John A. Logan	-0.3%	0.1%	-0.3%	-0.3%	-0.3%	-0.2%
539	John Wood	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
525	Joliet Junior	-0.4%	-0.2%	0.1%	-0.4%	1.6%	0.0%
520	Kankakee	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
501	Kaskaskia	0.9%	-0.3%	-0.3%	-0.3%	-0.3%	0.0%
523	Kishwaukee	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
517	Lake Land	-0.1%	-0.1%	0.8%	-0.1%	-0.1%	0.3%
536	Lewis and Clark	1.3%	-0.1%	-0.1%	-0.1%	-0.1%	0.2%
526	Lincoln Land	-0.1%	-0.1%	0.7%	0.9%	1.8%	0.3%
528	McHenry County	-0.3%	-0.1%	-0.3%	-0.3%	-0.3%	-0.2%
524	Moraine Valley	-0.3%	-0.1%	-0.3%	-0.3%	-0.3%	-0.2%
527	Morton	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%	-1.5%
535	Oakton	0.2%	-0.2%	-0.4%	-0.4%	-0.4%	-0.2%
505	Parkland	-0.1%	-0.1%	0.1%	-0.1%	1.6%	0.0%
515	Prairie State	-0.3%	0.1%	-0.3%	-0.3%	-0.3%	-0.1%
521	Rend Lake	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
537	Richland	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
511	Rock Valley	0.7%	-0.1%	0.1%	-0.5%	-0.5%	0.0%
506	Sauk Valley	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%	-0.2%
531	Shawnee	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
510	South Suburban	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
533	Southeastern Illinois	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%	-0.1%
522	Southwestern Illinois	-0.2%	-0.1%	0.0%	-0.2%	-0.2%	-0.1%
534	Spoon River	-0.3%	-0.3%	1.1%	-0.3%	-0.3%	0.1%
504	Triton	-0.1%	-0.7%	-0.7%	-0.3%	-0.7%	-0.6%
516	Waubonsee	<u>-0.7%</u>	<u>-0.1%</u>	<u>-0.7%</u>	<u>-0.7%</u>	<u>-0.7%</u>	<u>-0.4%</u>
	TOTALS	-0.3%	-0.3%	-0.2%	-0.4%	-0.1%	-0.3%

NA = Data Not Available

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

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census, SIU-Edwardsville Department of Business/Economics



Illinois Community College Board
Table 7
SUMMARY OF NATIVE AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 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	0	1	0	0	0	1
518	Carl Sandburg	1	1	1	0	0	3
508	City Colleges of Chicago	(2)	(7)	(15)	(1)	(6)	(31)
	Harold Washington	0	1	6	0	0	7
	Harry S Truman	1	1	0	0	1	3
	Kennedy-King	0	0	0	0	2	2
	Malcolm X	0	3	3	0	1	7
	Olive-Harvey	0	0	1	0	0	1
	Richard J. Daley	0	2	0	0	1	3
	Wilbur Wright	0	0	2	0	1	3
	District Office	1	0	3	1	0	5
502	College of DuPage	3	6	3	0	1	13
532	College of Lake County	0	5	1	1	0	7
507	Danville Area	0	0	1	0	0	1
509	Elgin	1	0	0	0	0	1
512	Harper	0	0	0	0	0	0
540	Heartland	0	0	0	0	0	0
519	Highland	1	0	0	0	1	2
514	Illinois Central	1	0	0	0	0	1
529	Illinois Eastern	0	0	0	0	0	0
513	Illinois Valley	0	0	0	0	0	0
530	John A. Logan	0	1	0	0	0	1
539	John Wood	0	0	0	0	0	0
525	Joliet Junior	0	1	3	0	2	6
520	Kankakee	0	0	0	0	0	0
501	Kaskaskia	1	0	0	0	0	1
523	Kishwaukee	0	0	0	0	0	0
517	Lake Land	0	0	3	0	0	3
536	Lewis and Clark	2	0	0	0	0	2
526	Lincoln Land	0	0	2	1	1	4
528	McHenry County	0	1	0	0	0	1
524	Moraine Valley	0	1	0	0	0	1
527	Morton	0	0	0	0	0	0
535	Oakton	1	1	0	0	0	2
505	Parkland	0	0	1	0	1	2
515	Prairie State	0	1	0	0	0	1
521	Rend Lake	0	0	0	0	0	0
537	Richland	0	0	0	0	0	0
511	Rock Valley	2	1	1	0	0	4
506	Sauk Valley	0	0	0	0	0	0
531	Shawnee	0	0	0	0	0	0
510	South Suburban	0	0	0	0	0	0
533	Southeastern Illinois	0	0	0	0	0	0
522	Southwestern Illinois	0	1	1	0	0	2
534	Spoon River	0	0	1	0	0	1
504	Triton	1	0	0	1	0	2
516	Waubonsee	0	3	0	0	0	3
	TOTALS	16	31	33	4	12	96

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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EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

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