



**NATIVE AMERICAN EMPLOYMENT PLAN
REPORT**

FISCAL YEAR 2021

March 2022

Native American Employment Plan Report
Fiscal Year 2021

Compiled by ICCB

Nathan R. Wilson, Deputy Director for Research and Information Technology

Jay Brooks, Associate Deputy Director for Research and Analytics

Michelle Dufour, Associate Director for Research and Analytics

Jana Ferguson, Associate Director for Research and Analytics

Samuel Miller, Associate Director for Research and Analytics

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.....133

Summary of Native American Employees in Illinois Public Community Colleges.....134

Summary of Total Employees in Illinois Public Community Colleges.....135

Bibliography136

Native American Employment Plan Report
Fiscal Year 2021

INTRODUCTION

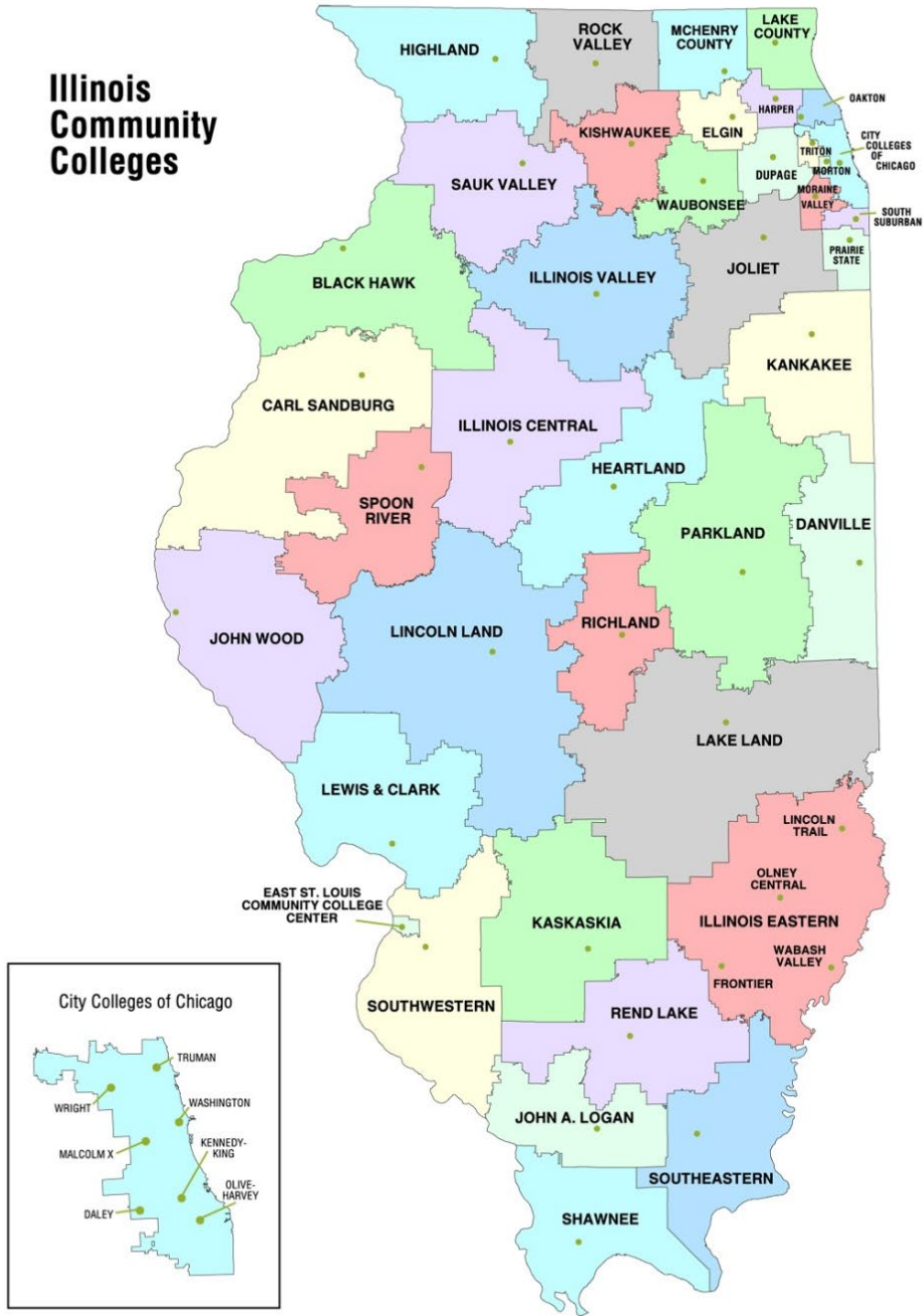
The enclosed materials contain fiscal year 2021 (July 1, 2020 through June 30, 2021) responses from Illinois' public Community College System to the *Native American Employment Plan Survey* ([Public Act 101-0534](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Native American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2021 is the second 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 48 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 activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements in the [Board of Higher Education Act](#) (Sec. 8. and Sec. 9.16). Underrepresented groups reporting aims to increase participation and achievement among students who are academically or financially at risk, including minorities, women, and individuals with disabilities, as well as 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 *Underrepresented Groups Report* and the *African American, Asian American, Native American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *Native American Employment Plan Survey 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

**Illinois
Community
Colleges**



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 12.81 million in 2020 compared to 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010](#), enter Illinois, and [2021 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 3.2 percent between 2000 and 2020. The state population, however, decreased 0.1 percent between 2010 and 2020. Illinois' 2020 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 2020, as the percent of Caucasians decreased from 70.9 percent to 61.4 percent of the population ([U.S. Census 2000 Illinois](#) and [2021 Index of Need](#) Table 1).

| |
|--|
| Minority populations were responsible for Illinois' overall population growth from 2000 to 2020. |
|--|

The race/ethnicity data collection methodology changed for the 2000 census and continued in the 2020 census data. The 2020 census data showed that 8.9 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 ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,337,410 in 2020 ([U.S. Census 2000 Illinois](#) and [2021 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2020 was Hispanic. Compared to 2000, African American counts in 2020 decreased from 15.1 percent to 14.1 percent, whereas Asian American counts increased from 3.4 percent to 5.9 percent, Native American from 0.2 percent to 0.8 percent, and Hispanic from 12.3 percent to 18.2 percent.

Native American Employment Plan Report
Fiscal Year 2021

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% |

*Includes Pacific Islander

**Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2010 & 2021 Index of Need, Table 1.

Race/Ethnicity Distribution in Community College System Credit Programs

Overall in fiscal year 2021, minority students accounted for 46.7 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications are aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2021 data show that minority representation was similar to the prior year

Native American students—992 in fiscal year 2021—constitute 0.3 percent of students enrolled in the Illinois Community College System whose ethnicity was known.

(fiscal year 2020 = 47.4 percent). Fiscal year 2021 results are above the five-year average (46.1 percent). Students identifying themselves as Hispanic students (now numbering 96,728) became the largest minority group in 2000 but became the second largest minority group in fiscal year 2012 behind African American students. In fiscal year 2013 through 2021, Hispanic students were again the largest minority group. African American students—47,608 in fiscal year 2021—constitute the second largest minority group in the latest data. Asian American students—21,235 in fiscal year 2021—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2021 proportionate representation by Hispanic students was slightly lower in comparison to the prior year (24.9 percent in fiscal year 2021 versus 25.5 percent in fiscal year 2020). The fiscal year 2021 African American student proportional representation was lower by less than one percentage point in comparison to the prior year (12.2 percent in fiscal year 2021 versus 12.9 percent in fiscal year 2020). Over the longer term—over the past five years—a decrease in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander (-38.5 percent), African American (-34.0 percent), Native American (-24.6 percent), Nonresident Alien (-19.9 percent), Hispanic (-18.3 percent), Asian American (-17.7 percent), and Two or More Races (-0.7 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 (77.0 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2021, Hispanic students accounted for over fifty percent of Adult Education enrollments and African American students for nearly one-fifth of those enrollments (51.4 percent and 19.5 percent, respectively). Additionally, minority students accounted for about eight out of every ten (82.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2021. Hispanic students accounted for

Native American Employment Plan Report
Fiscal Year 2021

nearly three-fifths (59.6 percent) of the community college ESL students, followed by Asian American students (10.8 percent) and African American students (8.2 percent).

Table 2
**Fiscal Year 2021 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>Nonresident Alien</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|------------------|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|--------------------------|
| ABE/ASE % | 19.5% | 51.4% | 3.8% | 0.7% | 0.3% | 0.1% | 1.3% | 77.0% |
| Number | 4,086 | 10,762 | 796 | 145 | 58 | 18 | 281 | 16,146 |
| ESL % | 8.2% | 59.6% | 10.8% | 3.2% | 0.1% | 0.1% | 0.3% | 82.2% |
| Number | 873 | 6,359 | 1,148 | 338 | 13 | 11 | 27 | 8,769 |

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 2021, minorities comprised over two-fifths (44.4 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 (22.7 percent), followed by African American students (11.1 percent), Asian American students (6.1 percent), students of Two or More Races (3.4 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). **Table 3** also shows that over one-third of students enrolled in CTE programs were members of a minority group (38.2 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 19.5 percent of the population. African American students had the second largest CTE program enrollment (11.0 percent), followed by Asian American students (4.2 percent), students of Two or More Races (2.6 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

Table 3
**Fiscal Year 2021 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>Nonresident Alien</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|-------------------|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|--------------------------|
| Transfer % | 11.1% | 22.7% | 6.1% | 0.9% | 0.2% | 0.1% | 3.4% | 44.4% |
| Number | 25,716 | 52,519 | 14,092 | 1,977 | 553 | 192 | 7,868 | 102,917 |
| CTE % | 11.0% | 19.5% | 4.2% | 0.5% | 0.3% | 0.1% | 2.6% | 38.2% |
| Number | 10,885 | 19,208 | 4,168 | 499 | 277 | 91 | 2,526 | 37,654 |

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 2021. 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 2021.

Native American Employment Plan Report
Fiscal Year 2021

Minority students accounted for 43.4 percent of Transfer graduates, compared to 37.2 percent of all CTE graduates.

Table 4 shows that during fiscal year 2021, similar numbers of minority graduates completed CTE degrees and certificates (N = 12,009) as Transfer degrees and certificates (N = 11,694). Minority

students accounted for 43.4 percent of Transfer graduates, compared to 37.2 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (51.2 percent, N = 5,990), while 29.2 percent (N = 3,419) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (25.0 percent), followed by African American students (9.1 percent), Asian American students (4.8 percent), students of Two or More Races (3.1 percent), Nonresident Alien students (1.1 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2021 proportional representation of the Native American Transfer graduates (0.2 percent) matched the proportional representation from the prior year (0.2 percent). Hispanic students accounted for the largest minority group for completions in CTE programs (19.6 percent), followed by African American students (10.1 percent), Asian American students (4.1 percent), students of Two or More Races (2.5 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). The fiscal year 2021 proportional representation of the Native American CTE program graduates (0.3 percent) was higher by 0.1 percentage points from fiscal year 2020 (0.2 percent).

Table 4
Fiscal Year 2021 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>Nonresident Alien</i> | <i>Native American</i> | <i>Pacific Islander</i> | <i>Two or More Races</i> | <i>Minority Subtotal</i> |
|-------------------|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|--------------------------|
| Transfer % | 9.1% | 25.0% | 4.8% | 1.1% | 0.2% | 0.1% | 3.1% | 43.4% |
| Number | 2,455 | 6,747 | 1,301 | 287 | 57 | 17 | 830 | 11,694 |
| CTE % | 10.1% | 19.6% | 4.1% | 0.5% | 0.3% | 0.1% | 2.5% | 37.2% |
| Number | 3,272 | 6,329 | 1,317 | 157 | 81 | 31 | 822 | 12,009 |

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

Table 5 shows that in fiscal year 2021, minority faculty and staff accounted for 21.4 percent of tenured faculty/officials and managers (a 0.8 percent increase from fiscal year 2020), 17.7 percent of non-tenured faculty (a 0.1 percent increase from fiscal year 2020), 31.7 percent of professional staff/protective service workers (a 0.3 percent decrease from fiscal year 2020), 32.8 percent of office and clerical/paraprofessionals (no change from fiscal year 2020), and 42.2 percent of service maintenance employees (a 0.3 percent increase from fiscal year 2020).

Native American Employment Plan Report
Fiscal Year 2021

Table 5
Fiscal Year 2021 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> | 10.9% | 7.5% | 14.1% | 14.0% | 22.8% |
| Number | 653 | 1,010 | 1,138 | 491 | 541 |
| <i>Hispanic/Latino %</i> | 5.1% | 4.7% | 11.7% | 14.2% | 15.8% |
| Number | 304 | 627 | 941 | 496 | 374 |
| <i>Asian American %</i> | 3.8% | 4.1% | 3.7% | 3.1% | 1.3% |
| Number | 229 | 556 | 299 | 109 | 30 |
| <i>Nonresident Alien %</i> | 0.2% | 0.3% | 0.3% | 0.3% | 0.9% |
| Number | 14 | 40 | 27 | 11 | 22 |
| <i>Native American %</i> | 0.2% | 0.2% | 0.2% | 0.2% | 0.4% |
| Number | 14 | 30 | 16 | 7 | 9 |
| <i>Pacific Islander %</i> | 0.1% | 0.1% | 0.1% | 0.1% | 0.2% |
| Number | 7 | 7 | 7 | 3 | 4 |
| <i>Two or More Races %</i> | 1.0% | 0.8% | 1.5% | 0.9% | 0.8% |
| Number | 58 | 106 | 124 | 30 | 19 |
| <i>Minority Subtotal %</i> | 21.4% | 17.7% | 31.7% | 32.8% | 42.2% |
| Number | 1,279 | 2,376 | 2,552 | 1,147 | 999 |

*Includes revised college figures

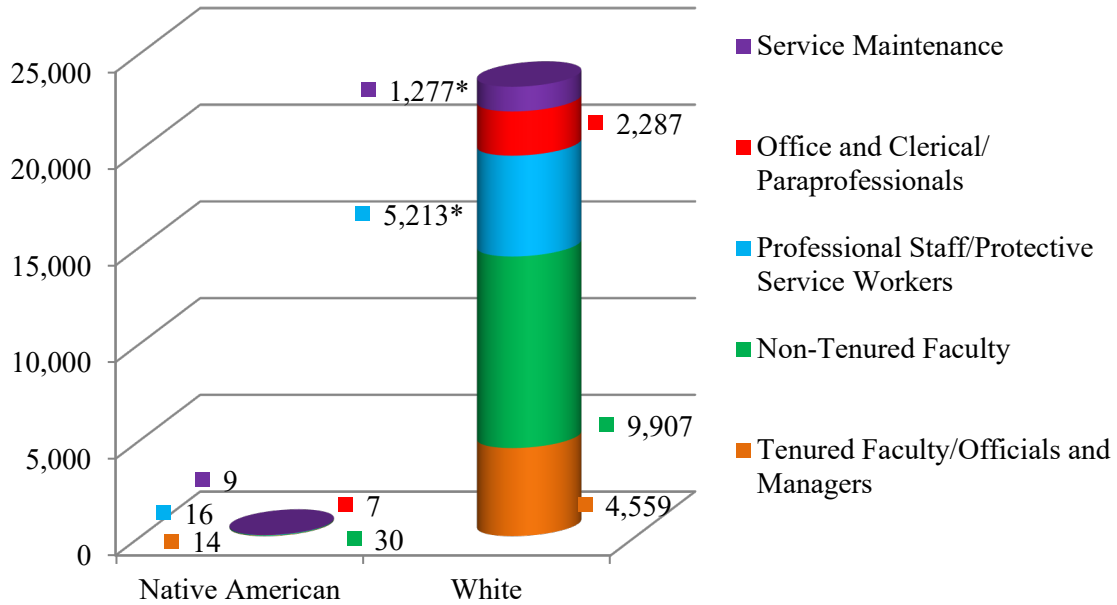
SOURCE OF DATA: ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the African American Employment Plan Survey, Asian American Employment Plan Survey, and the Hispanic Employment Plan Survey.

In fiscal year 2021, Native American faculty and staff accounted for 0.2 percent of tenured faculty/officials and managers, 0.2 percent of non-tenured faculty, 0.2 percent of professional staff/protective service workers, 0.2 percent of office and clerical/paraprofessionals, and 0.4 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 2021.

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.

Native American Employment Plan Report
Fiscal Year 2021

Figure 1
Comparison of Native American Employees to White Employees
at Illinois Community Colleges in Fiscal Year 2021



*Includes revised college figures

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

An important component of the 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 Report
Fiscal Year 2021

NATIVE AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

| | |
|--|-----|
| Black Hawk College..... | 13 |
| Carl Sandburg College..... | 15 |
| City Colleges of Chicago..... | 18 |
| College of DuPage..... | 39 |
| College of Lake County..... | 41 |
| Danville Area Community College..... | 44 |
| Elgin Community College..... | 46 |
| Harper College..... | 48 |
| Heartland Community College..... | 51 |
| Highland Community College..... | 54 |
| Illinois Central College..... | 57 |
| Illinois Eastern Community Colleges..... | 60 |
| Illinois Valley Community College..... | 70 |
| John A. Logan College..... | 72 |
| John Wood Community College..... | 74 |
| Joliet Junior College..... | 77 |
| Kankakee Community College..... | 80 |
| Kaskaskia College..... | 82 |
| Kishwaukee College..... | 84 |
| Lake Land College..... | 86 |
| Lewis and Clark Community College..... | 88 |
| Lincoln Land Community College..... | 91 |
| McHenry County College..... | 93 |
| Moraine Valley Community College..... | 95 |
| Morton College..... | 97 |
| Oakton Community College..... | 100 |
| Parkland College..... | 103 |
| Prairie State College..... | 105 |
| Rend Lake College..... | 108 |
| Richland Community College..... | 110 |
| Rock Valley College..... | 113 |
| Sauk Valley Community College..... | 116 |
| Shawnee Community College..... | 118 |
| South Suburban College..... | 120 |
| Southeastern Illinois College..... | 122 |
| Southwestern Illinois College..... | 124 |
| Spoon River College..... | 126 |
| Triton College..... | 128 |
| Waubonsee Community College..... | 130 |

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, provide the number of faculty up for tenure at your institution:

| | Total that received tenure | Total that did not receive tenure | Total Native American faculty that received tenure | Total Native American faculty that did not receive tenure |
|---------|----------------------------|-----------------------------------|--|---|
| Total # | 6 | 9 | 0 | 0 |

As of June 30, 2021, 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?

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 group.

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

Advertising using diverse resources. This last year Black Hawk College purchased an additional Diversity package in HigherEdJobs.com and we have started using a resource, HireClick, that sends 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 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 2021

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, 2021, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 2 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2021 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.

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 2021

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?

No

As of June 30, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

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.

- 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
- 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 2021

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, 2021, 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 | 4 | 0 | 0 |

As of June 30, 2021, 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?

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
- 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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

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
- 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 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 2021

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, 2021, 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 | 14 | 0 | 0 |

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

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
- 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 2021

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, 2021, 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, 2021, 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
- 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 2021

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, 2021, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2021, 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?

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
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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?

No

As of June 30, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

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
- 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 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 2021

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, 2021, 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 # | 15 | 0 | 0 | 0 |

As of June 30, 2021, 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 College of DuPage Vice President of Human Resources receives a detailed monthly report that outlines new hires and promotions at the College. This report indicated the ethnicity of the individuals impacted by these changes.

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

The College conducts a diversity advertising strategy that proactively reaches out to all diverse populations through publications and email directed toward the specific diverse population. Specific outreach is done through diversity emails on all full-time positions and specific minority publications. In addition, we post every position on Professional Diversity Network which reaches multiple diversity-oriented web sites and Diversityjobs.com.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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".)

Employee development funds are made available for employees across the institution to develop professional skills.

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 11 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2021 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 budget for diversity recruitment initiatives for diverse faculty and administrators is part of our general

recruiting budget. Twenty-five to thirty percent of the recruiting budget is spent on diverse recruiting hiring initiatives.

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

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

The College utilizes applicant tracking demographic data to evaluate the diversity recruitment of applicant pools. Recruitment strategies are developed for groups that are underrepresented. Exit interviews and turnover reports are conducted to obtain information for identifying actions necessary for improvement.

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

The College's strategic plan addresses equity and diversity in hiring, retention, talent management and compensation and benefit practices. The College routinely conducts reviews of all employment processes for compliance and improvement opportunities. The College has implemented 15% minimum diversity standards for applicant pool diversity and interview diversity. Hiring committees are required to go through training which includes training on hidden biases and cultural competency.

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".)

The College provides professional development opportunities through our career development, tuition support, staff training and development, career path identification and Leadership Development Institute to align with the College's values.

Self-development training

Yes

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

The College provides an above market career development program, tuition reimbursement and tuition waiver to eligible employees for enrollment in career path directed coursework at educational institutions.

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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 | 1 | 0 | 1 |

As of June 30, 2021, 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 | 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?

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, internal studies have shown that we need to increase the number of diverse employees, specifically faculty. We would like to have our faculty demographics to match the demographics of the students we serve. We continue to recruit in predominant African American churches, and all public sites to invite all qualified individuals to apply.

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

We continue to recruit publicly. We are working with our Chief Diversity Officer to find new sources of advertising for faculty positions to find more diverse pool of qualified 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 encouraged for professional development growth.

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".)

All employees are encouraged for professional development growth.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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?

Yes

As of June 30, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 6 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

No

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

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

institution?

no

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

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

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 2021

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?

No

As of June 30, 2021, 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, 2021, 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?

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The total amount budgeted to recruit for diverse applicants, including Native Americans, was \$26,723.60.

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Native American faculty/staff are provided with professional development dollars ranging from \$250 - \$2,700, based on employment classification, to enhance their skill sets and promotion eligibility. On-line courses are available for faculty/staff.

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 5 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

institution?

Work of the previously convened presidential task force on diversity and inclusion identified employment gaps for minority populations as related to the district population and student population. An objective to increase multicultural equity among diverse student and employee populations was advanced as part of an EDI Scorecard.

The College established an Assistant to the President for Equity, Diversity, and Inclusion position to further support efforts. This position will work collaboratively with HR staff to identify, monitor, and report on data related to closing this employment gap. A new applicant tracking system has allowed for more robust racial/ethnic data collection on employment applicants.

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

At the highest level, work is being done to establish Equity, Diversity and Inclusion as institutional priorities and expansion of the College strategic plan (vision/mission/values statements) to explicitly include EDI was proposed. More specifically, we can focus on broadly posting job opportunities to reach diverse populations, including potential Native American candidates. As appropriate, this could include advertising positions on diversity-oriented online job boards and websites. This also includes sharing job opportunities with diverse community members. Applicant review team members receive training related to fair and equitable hiring practices. Additional in depth bias-related training could be incorporated to help ensure that applicants are advancing proportionally through the recruitment process. Strategies for retention can be further developed.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Seminars/workshops/conferences and other trainings (including LinkedIn Learning access for professional development)
- 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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 2 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2021 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.)

Highland allocates budget resources for recruitment of a diverse applicant pool, but the College doesn't

allocate specific amounts for distinct underrepresented populations.

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

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

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

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

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

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

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

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

institution?

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 2021

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 – District Office

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, 2021, 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, 2021, 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?

guidance with our legal counsel

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

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 2021

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 – Frontier 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, 2021, 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, 2021, 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?

guidance and review with our legal counsel

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

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 2021

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 – Lincoln Trail 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, 2021, 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, 2021, 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?

guidance and review with our legal counsel

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

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 2021

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 – Olney 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, 2021, 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, 2021, 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?

guidance and review with our legal counsel

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

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 2021

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 – Wabash 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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 2 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

institution?

guidance and review with our legal counsel

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

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 36 |
| 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?

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

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, faculty development day, workshops, and support staff development day.

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 2021

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, 2021, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 6 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2021 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.)

We have a \$5,000 budget allocation for recruitment efforts that include Indeed and HigherEdJobs.com.

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 currently has a diversity committee with new members that are meeting on a regular basis to establish goals and recruitment efforts.

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):

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Per contract, faculty are allocated specific dollars to enhance and develop new skill sets. Money is used at the employee 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 2021

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, 2021, 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 | 146 | 0 | 0 |

As of June 30, 2021, 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?

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

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

Self-development training

Yes

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

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

Faculty and associate faculty can participate in Faculty Senate.

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 11 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

JJC has a designated budget for recruitment. JJC supports diversity & inclusion through a number of

initiatives & efforts; using strategic and targeted recruitment sources, attending diversity job fairs, and alignment w/the College's DEI plan.

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

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

The college conducted a cultural climate survey in SP 2019 to gather information from staff, faculty and students. This survey was used to develop the current DEI plan in which goals and objectives were formulated to address feedback from the survey. The college periodically conducts the PACE survey, most recently in SP2020 and SP2021, utilizing the diversity subscale questionnaires during the past two surveys. 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 HR Employment Team who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be reviewed by a member of the HR team, or the search may be canceled.

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

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.

Human Resources, the Office of DEI, and the President's Diversity & Inclusion Council are tasked with addressing any areas of underutilization of minority groups within faculty and staff classifications. 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.

For 2021/2022, Develop and implement outreach campaigns and recruitment strategies targeting minority populations. Developing a marketing strategy to increase JJC employment brand awareness. Planning during Fall 2021/Spring 2022 with a potential launch of Spring 2022/Fall 2022. Incentive recruitment/referral program for employees.

For 2021/2022, 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 HBCU and HSI; 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.

Additionally, Human Resources and the Office of DEI analyze all DEI efforts regularly, measuring effectiveness of initiatives and key performance indicators. These measurements include comparative analysis of minority applications/hires between fiscal years, turnover/retention metrics, application yield

from recruitment sources and any other measurement that provides useful information for recruitment.

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

Accessibility to training, professional development, shared governance model encourages diversity among committee members. Recent new initiatives such as a formal mentoring program.

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 2021

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, 2021, 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, 2021, 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?

The HR department conducts its own internal studies. We monitor the gender, race, and ethnicity of all of our new hires and employees who have been promoted. We also track this for employees leaving the institution as well.

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

Continue to advertise in publications that serve minorities; continue to maintain strong community ties with city and county leaders, and partnerships with the Kankakee Library. Last year, the college implemented an Advisory Committee to the President that meets quarterly on Equity, Diversity, and Inclusion with local leaders and key employers of the community.

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

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 2021

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, 2021, 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, 2021, 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.

While we are a rural college and do still have a need to advertise in local newspapers, the College has expanded recruiting to increase our candidate pool and be more effective with diversity hiring. As newspaper readership has declined and minority candidates utilize newspapers less than Caucasian readers, the College has utilized other resources such as using Indeed.com, posting vacancies on the College web site, on bulletin boards at the College and distributing information to community partners. Additionally the College has begun to utilize the Illinois Job Network and Higher Ed Jobs. These resources are widely used by Illinois job seekers and help to promote diversity searches

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 2021

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, 2021, 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, 2021, 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 use PeopleAdmin for recruiting and hiring. The Executive Director HR reviews recruiting and hiring statistics and reports. We do offer all employees the option of completing an exit interview.

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

The College consistently utilizes publications, job fairs, job boards and social media that appeal to a diverse audience of candidates. We conduct searches for Native American applicants and clearly communicate our commitment to affirmative action employment to search committees.

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

Internships Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

The College has an Employee Leadership Program, offers skill development sessions, supervisor forums and all-campus in service trainings. We have a Teaching & Learning Center for training and development. We have a budget for staff development.

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 ask employees to state their career goals during their yearly performance reviews to help us recognize employees seeking additional opportunities. We offer tuition reimbursement and waivers for employees pursuing professional educational goals.

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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, 2021, 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

Provide the FY 2021 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.)

Broad recruitment efforts using online and diverse recruitment venues.

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 form to all applicants. HR reviews these responses of 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 recruitments 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 made available to all staff for biannual staff development either internally or utilizing outside sources and conferences.

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 2021

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, 2021, 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, 2021, 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?

The college continues to utilize PeopleAdmin, a computer generated software program designed for Higher Education that encourages self-identification of all applicants regarding race. Additionally, the College has an HR Recruiting Specialist, whose primary focus is to seek efficiencies in the employment process, including but not limited to seeking to enhance diversity. The Specialist reviews the minority representation of applicant pools and carefully reviews the credentials of all the Native American applicants who meet the minimum requirements of the position for which the prospective employee applied. All such applicants are specifically defined as minority applicant for the viewing of all hiring committee members prior to the interview process. Qualified and reviewed minority applicants are all referred to hiring committee chairs by the Recruiting Specialist when appropriate.

The HR Recruiting Specialist is responsible for reviewing all open postings. She then assesses all minority applicants who meet minimum requirements of the position and makes recommendations for interview to the HR Director and or hiring committee chairs when appropriate.

As noted above, surveys for monitoring the recruitment and retaining of Native American employees exists through software utilized by the HR Recruiting Specialist. The College does not currently engage campus-wide committees that study or monitor the recruitment or retaining of such employees. However, the College is currently undergoing executive level discussions on re-structuring that involve the creation of a high-level position that will lead in Diversity and Inclusion initiatives across student and employee frameworks on campus. Enhancing the recruitment and retainment process of minority employees would certainly be a key function of any such new position that the College considers with the expectation that additional resources to do so would be made available.

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

The composition of the College district is represented by less than 1% Native-American. As such, the College continues to maintain an interest in increasing representation of Native-American employees throughout all divisions of our workforce in order to, at minimum, meet those comparison benchmarks within our workforce. Currently, the College's workforce consists of representative percentages that either meet or exceed at these levels.

Most of the College's job openings are posted via PeopleAdmin; this links all of our postings to Indeed, Glassdoor, Simplyhired and Zip Recruiter as well as diversifying the College brand and job openings across multiple social media platforms so that we not only casting a regional, bi-state net, but in some cases we are also casting a nationwide net for positions on campus. Our Human Resource Recruiting Specialist notifies the hiring committee chairperson of all qualified applicants and further details any applicants who self-identify as Native American. These applicants' applications are carefully considered by the search committee. Inclusion is valued among campus faculty, staff and students as evidenced by the results of the recent survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive. The Human Resources department is actively engaged in seeking best practices from other institutions that utilize other recruiting platforms and software programs to attract more Asian-American candidates.

The College is actively considering the addition of an elevated position within the leadership structure that focuses on the recruitment and retainment of minority employees on both the academic and support side of the institution. In addition to concentrating on enhancing the current structure focused on D&I initiatives, the College will ideally be considering the diversification of budget and resources to supplement in this area.

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

LLCC has a budget for advertising position vacancies to all groups and at all position levels. For FY2021,

LLCC spent \$71,544.29. Of this amount, \$10,785.00 was spent on advertising to underrepresented groups and minorities.

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

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

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

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 fee costs associated with LLCC credit courses waived upon successful completion of course. Additionally, all staff members have access to funds of up to \$1,500 annually and there are development days.

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 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 4 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

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?

McHenry County College collects talent acquisition and employment data using our applicant tracking system and HRIS/ERP. Data relative to the Native American applicants and employees is monitored, analyzed, and shared with stakeholders across campus.

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

Continue to identify opportunities to share our postings in publications and social media outlets that target diverse applicant pools. Continue to train search committees and stakeholders on creating and supporting DEBI on an ongoing basis.

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".)

MCC provides tuition waiver, tuition reimbursement and pay incentives for completion of training and coursework. In addition, a variety of professional development opportunities are offered through our professional development activities.

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 2021

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, 2021, 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, 2021, 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

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Moraine Valley has advertised in general diversity-focused publications for the recruitment of diverse

employees with a budget of over \$10,000 in FY21.

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 does internal surveys for monitoring the recruitment and retention of Native American employees. Moraine Valley conducts employee engagement surveys and also performs exit interviews for departing employees. Additionally, surveys of training courses offered internally are evaluated by participants via surveys.

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

Moraine Valley Community College should continue and increase recruitment and outreach efforts within Native American communities for teaching and administrative staff.

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".)

Training is offered through the Center for Teaching & Learning where employees may self-enroll to enhance development, including an annual Learning College Day dedicated to development. Conferences, online resources and workshops are also options.

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 2021

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, 2021, 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, 2021, 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?

Yes

Provide the FY 2021 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.)

Morton College allocated \$60k for diversity recruitment; Morton College uses various recruitment sites to

attract 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?

Morton College has a formal recruitment and hiring process in place, are following the EEO guidelines and Collective Bargaining Agreements.

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

Morton College plans to continue to advertise and recruit from a diverse applicant pools, using variety of diversity recruitment tools. Continue to provide training on preventing discrimination for all staff and faculty

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".)

Morton College budgeted for professional development, faculty development, and tuition waivers and reimbursement. There are Collective Bargaining Agreements in place as well.

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 budgeted for professional development, faculty development, and tuition waivers and reimbursement. There are Collective Bargaining Agreements in place as well.

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 2021

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 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, 2021, 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 | 4 | 0 | 0 |

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 18 |
| 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 2021 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.)

\$10000 in FY21 on advertisement including: Native American magazine, IMDiversity, Chicago Diversity,

Minority Nursing, Inside Higher Ed, and The Chronicle of Higher Education, and Tribal College Journal

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

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

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

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

- We conduct broad, wide, and deep searches for Native 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".)

Nominal Funds available for professional development, conferences, etc. We also provide internal training from Project Management workshops, High Impact Practice courses, Cultivating Meaningful Conversations to Cultural competency training and beyond

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 2021

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

Parkland College

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

No

As of June 30, 2021, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 15 |
| 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.

Explore trainee programs to grow our own faculty and administrative staff.

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".)

Center for Excellence in Teaching and Learning. Linked In Learning online self-development training. Professional Development funds.

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 2021

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, 2021, 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 | 2 | 0 | 0 |

As of June 30, 2021, 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 2021 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?

Prairie State college utilizes search committees to assist in the monitoring of employment for the institution. Additionally, the Affirmative Action Officer monitors and reviews employment searches for compliance. Human Resources provides instruction and training during search committee orientations. Exit interviews are received and reviewed by HR to analyze for trend or themes.

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

Prairie State College is a institution rich in diversity. The college embraces and encourages such vast diversity in the workplace. Recommendations to increase the number of Native American teaching/administrative staff includes specific reach and targeted marketing and advertisement of employment opportunities to the specific population.

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

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".)

Professional development is supported by the college and encouraged. These self-development opportunities are offered internally and available through external training partnerships the college subscribes to.

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".)

Prairie State College is an EEO employer. The college utilizes a standard hiring process with includes

search committees to ensure candidates meeting minimum qualifications are reviewed.

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 2021

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, 2021, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 2 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

institution?

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of Native Americans. Job postings are made as broadly as possible to try and reach as many qualified minorities as possible. The local population does not include many Native Americans, so recruiting and surveying would be difficult and not meaningful.

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 trying to reach a diverse population. We have programs in place in local high schools trying to reach minorities and encourage employment and post secondary education which could perhaps create a larger applicant pool in the future.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 5 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2021 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.)

Budget resources are allocated for recruitment of Native American Faculty for associated employment

activities, such as advertisement and recruitment. Budget resources are not specifically separated from the total advertising and recruiting budget.

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?

Search committees are formed at the College for all full-time openings to assist with the recruiting, and to review and select candidates to extend offers of employment to. All search committee members receive diversity trainings. All search committees have a search committee kick-off meeting with a Human Resources representative to review and reinforce the College's commitment to diversity, equity, and inclusion, and to emphasize their responsibilities in this endeavor.

The College also provides all departing employees the opportunity to complete an exit interview with a member of the Human Resources staff. These exit interviews are reviewed by the Director of Human Resources as well.

The College conducts annual survey's of all employees and these surveys include questions on how the College is doing with diversity, equity and inclusion.

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

All employment opportunities are posted internally and externally. Using the College website and our hiring platform (PeopleAdmin), opportunities are made available to all employees and students, including minority, protected classes, and members of potentially under-represented groups.

Depending on the employment opportunity, other outreach efforts might include HigherEd.com Affirmative Action Diversity Supplemental advertising, MinorityNurse.com, MinorityNetwork.com, and Illinois Diversity.com.

To optimize the selection of diverse candidates all search committees will include at least one diverse member to assist with recruiting ideas and help with ensuring that all candidates are given equal consideration. In addition, a member of the Human Resources staff frequently serves on the committee to help with the process as well.

Any job announcements include our statement of commitment to diversity, equity, and inclusion, an affirmative invitation directed to members of potentially under-represented groups, and a formal non-discrimination statement.

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

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 opportunity for career options communications are built into the Performance Evaluation processes.

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".)

Career development opportunities are offered throughout the year and budget dollars are allocated annually for professional development for employees. The Richland Foundation provides opportunities for funding as well.

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 2021

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, 2021, 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 # | 176 | 222 | 2 | 2 |

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 27 |
| 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.

Staff will be in contact with the following agencies who focus and work with diverse individuals regarding announcement of positions:

- Diverse Jobs
- HigherEd Jobs
- Indeed
- Carpenter's Place
- Winnebago County Diversity Council
- Womanspace
- Monster
- Glassdoor
- Chronicle Careers
- La Voz Latina
- Linked In

HR Generalists are looking to attend job fairs to focus on making an awareness with the diverse population. Job announcements distributed to local organizations including non-profits who focus and work with diverse individuals.

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 5 |
| Total Native American faculty that experienced separation from the college | 0 |

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

institution?

The College provides statistics and educates administrators, hiring supervisors, and committees on the recruitment and retention of under-represented groups which include Native American candidates and employees.

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

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

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

Internships Mentorship of a new Native American Faculty Tuition Reimbursement

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?

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".)

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

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 2021

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, 2021, 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, 2021, 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?

The EEOC officer monitors the number

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

We'd need more in our population or those willing to move to southern IL with the necessary degree to teach.

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".)

Staff members are encouraged to continue their education and are compensated when they achieve certain levels of degree on the salary scale.

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 allows time away from work to attend training and other professional development activities pertinent to their current role or that may help them achieve promotion to another SCC opportunity.

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 2021

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, 2021, 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, 2021, 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?

South Suburban College is an equal opportunity employer with a diverse workforce. SSC strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories. Every February, a compilation and analysis of the current workforce and utilization data by EEOC category is completed and submitted to the President's Council team for review. In addition, an exit interview is conducted on all Board-Approved employees. The results of the exit interview are then shared with the College President.

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

To increase our applicant pool, SSC has regular and consistent pay increases based on a negotiated contract. SSC has also increased the advertising budget for quality faculty.

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".)

A variety of professional development opportunities are available to employees through Staff/Faculty committees. Each committee offers workshops, seminars, and all-day events. SSC also offers tuition waivers and tuition reimbursement.

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 2021

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, 2021, 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 | 7 | 0 | 0 |

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2021 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.)

\$30,500 was budgeted for all hiring recruitment activities including Native American.

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

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

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

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

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

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

Community Linkages Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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 # | 97 | 689 | 0 | 2 |

As of June 30, 2021, provide the number of faculty that separated or left the community college (retired or resigned):

| | Total # |
|--|---------|
| Total faculty that experienced separation from the college | 31 |
| 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 recruiting, interviewing, and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruiting efforts include sharing vacancy announcements with the Urban League and NAACP, also by utilizing the Affirmative Action package provided by HigherEdJobs.com

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 2021

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, 2021, 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, 2021, 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?

Exit Surveys

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

Continued recruitment and advertisement beyond the SRC district. Continued use of diverse hiring committees.

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 waiver and reimbursement benefits and professional development and seminars.

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 2021

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, 2021, 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, 2021, 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?

no

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

DEI - in process
WEI - in process
Career Services
Targeted Advertising

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".)

Professional Development Center
Tuition waivers and reimbursement
Workshops for both faculty and non-faculty

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

No

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

Does your institution currently have a Native American Resource Center?

No

Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2021

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, 2021, 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, 2021, 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?

Waubonsee fosters a climate where diversity is valued and makes every effort to cast as wide a net as possible to recruit all job types and to hire the best qualified person for every open position. The college conducts an annual Affirmative Action Plan and uses it as an informational tool to increase representation of underrepresented staff at the college.

Support Staff, FT Faculty and Administrators are all invited to participate in the Exit Interview Questionnaire. Data is collected and compiled along with the Employee Engagement data received via our annual engagement survey offered to all employees. Insights are gathered by the Employee Engagement Team (Committee) to identify, consider, prioritize and implement opportunities accordingly with our overall strategic plan.

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

The College provides opportunities for engagement, learning, growth, and transformation to foster a diverse, equitable, and inclusive institution. The college is working on developing a Diverse Hiring Plan. The goal of the plan will be to make diversity recruitment deliberate by hiring employees who might not otherwise consider Waubonsee Community College and who can enrich and broaden our community.

Ensure campus commitment to diversity and inclusion is transparent and clear throughout the college.

Increase outreach and networking efforts both internally and externally to promote diversity initiatives.

Review and reconstruct job descriptions and job advertisements to ensure they are free from bias and attract diverse candidates.

Review and analyze EEO and affirmative action data to determine which employee groups are underrepresented, where placement goals exist and increase faculty diversity.

Review and engage new sites and methods for advertising and sourcing diverse candidates.

Create and update, inclusive interview process to ensure candidates are evaluated fairly.

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".)

Tuition Reimbursement

Certificate and Skills based training

Professional development budgets allowed by department

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

No

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

Does your institution currently have a Native American Resource Center?

No



Illinois Community College Board

Table 6

UTILIZATION RATE FOR NATIVE AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2021
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 | -0.4% | 0.1% | -0.4% | -0.4% | -0.4% | -0.2% |
| 518 | Carl Sandburg | 1.5% | -0.3% | -0.3% | -0.3% | -0.3% | 0.0% |
| 508 | City Colleges of Chicago | (-1.1%) | (-0.8%) | (-0.7%) | (-0.9%) | (-0.6%) | (-0.8%) |
| | Harold Washington | NA | NA | NA | NA | NA | NA |
| | Harry S Truman | NA | NA | NA | NA | NA | NA |
| | Kennedy-King | NA | NA | NA | NA | NA | NA |
| | Malcolm X | NA | NA | NA | NA | NA | NA |
| | Olive-Harvey | NA | NA | NA | NA | NA | NA |
| | Richard J. Daley | NA | NA | NA | NA | NA | NA |
| | Wilbur Wright | NA | NA | NA | NA | NA | NA |
| | District Office | NA | NA | NA | NA | NA | NA |
| 502 | College of DuPage | 0.2% | -0.1% | -0.1% | -0.2% | 0.4% | -0.1% |
| 532 | College of Lake County | -0.9% | -0.3% | -0.7% | 0.4% | -0.9% | -0.5% |
| 507 | Danville Area | -0.3% | 0.9% | -0.3% | -0.3% | -0.3% | -0.1% |
| 509 | Elgin | -0.6% | -1.5% | -1.5% | -1.5% | -1.5% | -1.3% |
| 512 | Harper | -0.7% | -0.5% | -0.7% | -0.7% | -0.7% | -0.6% |
| 540 | Heartland | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 519 | Highland* | 2.9% | -0.3% | 1.3% | -0.3% | 2.9% | 0.9% |
| 514 | Illinois Central | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% |
| 529 | Illinois Eastern | (-0.2%) | (-0.2%) | (-0.2%) | (-0.2%) | (-0.2%) | (-0.2%) |
| | Frontier | NA | NA | NA | NA | NA | NA |
| | Lincoln Trail | NA | NA | NA | NA | NA | NA |
| | Olney Central | NA | NA | NA | NA | NA | NA |
| | Wabash Valley | NA | NA | NA | NA | NA | NA |
| | District Office | NA | NA | NA | NA | NA | NA |
| 513 | Illinois Valley | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% |
| 530 | John A. Logan | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% |
| 539 | John Wood | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 525 | Joliet Junior | -0.5% | -0.2% | -0.3% | 0.1% | -0.5% | -0.3% |
| 520 | Kankakee | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% |
| 501 | Kaskaskia | -0.3% | -0.3% | -0.3% | -0.3% | 2.6% | -0.1% |
| 523 | Kishwaukee | -0.5% | 0.2% | -0.5% | -0.5% | -0.5% | -0.3% |
| 517 | Lake Land | -0.2% | -0.2% | 0.2% | -0.2% | -0.2% | -0.1% |
| 536 | Lewis and Clark | 0.4% | -0.3% | -0.3% | -0.3% | -0.3% | -0.1% |
| 526 | Lincoln Land | -0.3% | 0.1% | -0.3% | 0.8% | -0.3% | 0.0% |
| 528 | McHenry County | -0.5% | -0.5% | -0.5% | -0.5% | -0.5% | -0.5% |
| 524 | Moraine Valley | -0.6% | -0.6% | -0.6% | -0.6% | -0.6% | -0.6% |
| 527 | Morton | -1.8% | -1.8% | -1.8% | -1.8% | -1.8% | -1.8% |
| 535 | Oakton | 0.6% | -0.4% | -0.6% | -0.6% | -0.6% | -0.3% |
| 505 | Parkland | -0.3% | -0.3% | 0.2% | -0.3% | 1.6% | 0.0% |
| 515 | Prairie State | -0.6% | -0.6% | -0.6% | -0.6% | -0.6% | -0.6% |
| 521 | Rend Lake | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% |
| 537 | Richland | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 511 | Rock Valley | 0.5% | 0.3% | -0.6% | -0.6% | -0.6% | 0.0% |
| 506 | Sauk Valley | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% |
| 531 | Shawnee | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% | -0.4% |
| 510 | South Suburban | -0.8% | -0.3% | -0.8% | -0.8% | -0.8% | -0.6% |
| 533 | Southeastern Illinois | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% | -0.3% |
| 522 | Southwestern Illinois | -0.3% | 0.0% | -0.3% | -0.3% | 0.7% | -0.1% |
| 534 | Spoon River | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% | -0.2% |
| 504 | Triton | -0.1% | -0.6% | -0.8% | -0.3% | -0.8% | -0.5% |
| 516 | Waubensee | <u>-0.8%</u> | <u>-0.5%</u> | <u>-0.5%</u> | <u>-0.8%</u> | <u>-0.8%</u> | <u>-0.6%</u> |
| | TOTALS | -0.5% | -0.5% | -0.5% | -0.5% | -0.3% | -0.5% |

NA = Data Not Available

*Includes revised college figures

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 2021
 BY EMPLOYEE GROUP AND COLLEGE

| Dist. No. | District/College | Tenured Faculty/ Officials & Managers | Non-Tenured Faculty | Professional Staff/ Protective Service Workers | Office & Clerical/ Paraprofessionals | Service Maintenance | Total |
|-----------|--------------------------|--|------------------------|---|---|------------------------|-------|
| 503 | Black Hawk | 0 | 1 | 0 | 0 | 0 | 1 |
| 518 | Carl Sandburg | 1 | 0 | 0 | 0 | 0 | 1 |
| 508 | City Colleges of Chicago | (1) | (5) | (7) | (1) | (4) | (18) |
| | Harold Washington | 0 | 0 | 0 | 0 | 0 | 0 |
| | Harry S Truman | 0 | 1 | 1 | 1 | 0 | 3 |
| | Kennedy-King | 0 | 0 | 0 | 0 | 1 | 1 |
| | Malcolm X | 0 | 1 | 1 | 0 | 0 | 2 |
| | Olive-Harvey | 0 | 0 | 1 | 0 | 0 | 1 |
| | Richard J. Daley | 0 | 2 | 0 | 0 | 2 | 4 |
| | Wilbur Wright | 0 | 1 | 0 | 0 | 1 | 2 |
| | District Office | 1 | 0 | 4 | 0 | 0 | 5 |
| 502 | College of DuPage | 2 | 5 | 2 | 1 | 1 | 11 |
| 532 | College of Lake County | 0 | 5 | 1 | 2 | 0 | 8 |
| 507 | Danville Area | 0 | 1 | 0 | 0 | 0 | 1 |
| 509 | Elgin | 2 | 0 | 0 | 0 | 0 | 2 |
| 512 | Harper | 0 | 1 | 0 | 0 | 0 | 1 |
| 540 | Heartland | 0 | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 2 | 0 | 1 | 0 | 1 | 4 |
| 514 | Illinois Central | 0 | 0 | 0 | 0 | 0 | 0 |
| 529 | Illinois Eastern | (0) | (0) | (0) | (0) | (0) | (0) |
| | Frontier | 0 | 0 | 0 | 0 | 0 | 0 |
| | Lincoln Trail | 0 | 0 | 0 | 0 | 0 | 0 |
| | Olney Central | 0 | 0 | 0 | 0 | 0 | 0 |
| | Wabash Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| | District Office | 0 | 0 | 0 | 0 | 0 | 0 |
| 513 | Illinois Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| 530 | John A. Logan | 0 | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 0 | 0 | 0 | 0 | 0 | 0 |
| 525 | Joliet Junior | 0 | 2 | 1 | 1 | 0 | 4 |
| 520 | Kankakee | 0 | 0 | 0 | 0 | 0 | 0 |
| 501 | Kaskaskia | 0 | 0 | 0 | 0 | 1 | 1 |
| 523 | Kishwaukee | 0 | 1 | 0 | 0 | 0 | 1 |
| 517 | Lake Land | 0 | 0 | 1 | 0 | 0 | 1 |
| 536 | Lewis and Clark | 1 | 0 | 0 | 0 | 0 | 1 |
| 526 | Lincoln Land | 0 | 1 | 0 | 1 | 0 | 2 |
| 528 | McHenry County | 0 | 0 | 0 | 0 | 0 | 0 |
| 524 | Moraine Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 | 0 |
| 535 | Oakton | 2 | 1 | 0 | 0 | 0 | 3 |
| 505 | Parkland | 0 | 0 | 2 | 0 | 1 | 3 |
| 515 | Prairie State | 0 | 0 | 0 | 0 | 0 | 0 |
| 521 | Rend Lake | 0 | 0 | 0 | 0 | 0 | 0 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 2 | 2 | 0 | 0 | 0 | 4 |
| 506 | Sauk Valley | 0 | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 0 | 0 | 0 | 0 | 0 | 0 |
| 510 | South Suburban | 0 | 1 | 0 | 0 | 0 | 1 |
| 533 | Southeastern Illinois | 0 | 0 | 0 | 0 | 0 | 0 |
| 522 | Southwestern Illinois | 0 | 2 | 0 | 0 | 1 | 3 |
| 534 | Spoon River | 0 | 0 | 0 | 0 | 0 | 0 |
| 504 | Triton | 1 | 1 | 0 | 1 | 0 | 3 |
| 516 | Waubensee | 0 | 1 | 1 | 0 | 0 | 2 |
| | TOTALS | 14 | 30 | 16 | 7 | 9 | 76 |

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 2021
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 | 135 | 207 | 121 | 64 | 44 | 571 |
| 518 | Carl Sandburg | 56 | 125 | 129 | 14 | 15 | 339 |
| 508 | City Colleges of Chicago | (855) | (1,478) | (1,507) | (382) | (689) | (4,911) |
| | Harold Washington | 128 | 319 | 182 | 52 | 54 | 735 |
| | Harry S Truman | 90 | 201 | 302 | 60 | 88 | 741 |
| | Kennedy-King | 89 | 105 | 134 | 59 | 125 | 512 |
| | Malcolm X | 144 | 244 | 236 | 53 | 110 | 787 |
| | Olive-Harvey | 76 | 100 | 133 | 42 | 117 | 468 |
| | Richard J. Daley | 77 | 221 | 115 | 46 | 114 | 573 |
| | Wilbur Wright | 115 | 288 | 165 | 59 | 75 | 702 |
| | District Office | 136 | 0 | 240 | 11 | 6 | 393 |
| 502 | College of DuPage | 281 | 1,360 | 478 | 320 | 112 | 2,551 |
| 532 | College of Lake County | 231 | 757 | 385 | 147 | 99 | 1,619 |
| 507 | Danville Area | 84 | 82 | 172 | 35 | 19 | 392 |
| 509 | Elgin | 230 | 365 | 195 | 129 | 72 | 991 |
| 512 | Harper | 318 | 614 | 411 | 167 | 100 | 1,610 |
| 540 | Heartland | 158 | 284 | 214 | 34 | 11 | 701 |
| 519 | Highland* | 63 | 120 | 63 | 43 | 31 | 320 |
| 514 | Illinois Central | 225 | 412 | 266 | 97 | 84 | 1,084 |
| 529 | Illinois Eastern | (165) | (303) | (196) | (50) | (41) | (755) |
| | Frontier | 26 | 116 | 26 | 10 | 5 | 183 |
| | Lincoln Trail | 29 | 52 | 44 | 12 | 13 | 150 |
| | Olney Central | 47 | 61 | 37 | 9 | 10 | 164 |
| | Wabash Valley | 34 | 74 | 57 | 12 | 9 | 186 |
| | District Office | 29 | 0 | 32 | 7 | 4 | 72 |
| 513 | Illinois Valley | 79 | 162 | 94 | 61 | 20 | 416 |
| 530 | John A. Logan | 98 | 145 | 76 | 62 | 48 | 429 |
| 539 | John Wood | 59 | 132 | 77 | 43 | 12 | 323 |
| 525 | Joliet Junior | 243 | 562 | 349 | 168 | 127 | 1,449 |
| 520 | Kankakee | 100 | 132 | 98 | 56 | 18 | 404 |
| 501 | Kaskaskia | 99 | 191 | 76 | 38 | 35 | 439 |
| 523 | Kishwaukee | 78 | 143 | 119 | 28 | 22 | 390 |
| 517 | Lake Land | 125 | 223 | 260 | 75 | 29 | 712 |
| 536 | Lewis and Clark | 159 | 325 | 59 | 149 | 22 | 714 |
| 526 | Lincoln Land | 173 | 308 | 183 | 91 | 49 | 804 |
| 528 | McHenry County | 136 | 374 | 83 | 94 | 14 | 701 |
| 524 | Moraine Valley | 195 | 525 | 174 | 178 | 73 | 1,145 |
| 527 | Morton | 72 | 180 | 118 | 29 | 25 | 424 |
| 535 | Oakton | 169 | 556 | 204 | 141 | 62 | 1,132 |
| 505 | Parkland | 173 | 334 | 400 | 47 | 53 | 1,007 |
| 515 | Prairie State | 107 | 264 | 124 | 112 | 25 | 632 |
| 521 | Rend Lake | 85 | 116 | 111 | 21 | 61 | 394 |
| 537 | Richland | 104 | 102 | 67 | 27 | 13 | 313 |
| 511 | Rock Valley | 176 | 224 | 120 | 97 | 30 | 647 |
| 506 | Sauk Valley | 51 | 95 | 48 | 34 | 19 | 247 |
| 531 | Shawnee | 47 | 81 | 45 | 20 | 4 | 197 |
| 510 | South Suburban | 103 | 245 | 117 | 65 | 25 | 555 |
| 533 | Southeastern Illinois | 46 | 91 | 49 | 7 | 3 | 196 |
| 522 | Southwestern Illinois | 111 | 637 | 284 | 34 | 99 | 1,165 |
| 534 | Spoon River | 50 | 82 | 42 | 25 | 4 | 203 |
| 504 | Triton | 155 | 673 | 236 | 207 | 69 | 1,340 |
| 516 | Waubonsee | <u>177</u> | <u>391</u> | <u>299</u> | <u>111</u> | <u>90</u> | <u>1,068</u> |
| | TOTALS | 5,971 | 13,400 | 8,049 | 3,502 | 2,368 | 33,290 |

*Includes revised college figures

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

BIBLIOGRAPHY

- Ault, David. (2021). Index of Need Table 1 and Table 2. Edwardsville, IL: Southern Illinois University Edwardsville Department of Business/Economics.
http://www2.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables_2021.pdf
- Illinois Community College Board. (2021). *Underrepresented Groups Report*. Studies & Reports. Springfield, IL: Illinois Community College Board. <http://www2.iccb.org/data/studies-reports/access-diversity/>
- Illinois General Assembly. (2010). Public Act 96-1286. Springfield, IL: 96th Illinois General Assembly.
<http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1286&GA=96>
- Illinois General Assembly. (2010). Public Act 96-1341. Springfield, IL: 96th Illinois General Assembly.
<http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>
- Illinois General Assembly. (2012). Public Act 97-0856. Springfield, IL: 97th Illinois General Assembly.
<http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=097-0856&GA=97>
- Illinois General Assembly. (2012). Board of Higher Education Act (110 ILCS 205/). Springfield, IL: Illinois General Assembly.
<http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1080&ChapterID=18>
- Illinois General Assembly. (2019). Public Act 101-0534. Springfield, IL: 97th Illinois General Assembly. <https://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=101-0534>
- State of Illinois. (2021). *Native American Employment Plan*. Springfield, IL: Illinois Department of Central Management Services.
<https://www2.illinois.gov/cms/personnel/DEP/Plans/Documents/pdfs/NativeAmericanPlan2021.pdf>
- U.S. Census Bureau. (2002). Illinois: 2000. Census 2000 Profile. Author. Washington D.C.: U.S. Department of Commerce.
<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf>
- U.S. Census Bureau. (2011). Census 2010. Demographic Profile Highlights for Illinois. Author. Washington D.C.: U.S. Department of Commerce.
https://www2.census.gov/geo/pdfs/reference/guidestloc/17_Illinois.pdf
- U.S. Census Bureau. (2020). American Community Survey. Author. Washington D.C.: U.S. Department of Commerce.
<https://www.census.gov/programs-surveys/acs/data/data-tables.html>