

Racial/Ethnic Distribution of Community College System Credit Programs (continued) –

During fiscal year 2010, minorities comprised three out of every ten (30.5 percent) Baccalaureate/Transfer enrollees. An examination of each Minority racial/ethnic group's representation across the Baccalaureate/Transfer program area indicates that African-American students accounted for the largest Minority group enrollments (14.9 percent). Almost three out of every ten students enrolled in career and technical programs were members of a Minority group (28.6 percent). African-American students had the highest representation among Minorities in Career/Technical programs and accounted for 14.7 percent of the population.

Racial/Ethnic Distribution of Community College System Graduates –

During fiscal year 2010, nearly four times as many Minorities completed Career/Technical programs (N = 13,192) as completed Baccalaureate/Transfer programs (N = 3,717). Minority students accounted for 33.3 percent of all Career/Technical graduates, compared to 23.2 percent of Baccalaureate/Transfer graduates. Fewer than 20 percent of Career/Technical program completers were African-American (16.9 percent). African-American students represented a much smaller proportion of the Baccalaureate/Transfer graduates (9.2 percent).



Racial/Ethnic Distribution of Community College System Faculty –

In fiscal year 2010, Minority faculty accounted for 14.3 percent of tenured faculty/official and managers, 12.0 percent of non-tenured faculty, 19.3 percent of professional staff/protective service workers, 23.8 percent of office and clerical/para-professionals, and 21.7 percent of service maintenance employees.

Illinois Community College System African American Employment Plan Report

Community college officials are challenged by increasing enrollments and substantial delays in state support payments that put additional pressure on college staffing decisions. New positions and replacement worker hiring requires even more extensive justification than in better economic times.



Delays in employee hiring for positions have become commonplace.

Recruitment budgets have also been cut at some colleges. Efforts

by local community college officials to promote diversity are occurring and must continue under these challenging conditions.

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.

The full report contains the responses from Illinois' public Community College System to the African American Employment Plan Survey (SB 3531/P.A. 96-1341). Information was collected on African American employees, funded positions, and African American employment initiatives at Illinois community colleges.

See the full report for more information:

http://www.iccb.org/pdf/reports/ICCS_African_American%20Report_2011.pdf



Illinois Community College System

African American Employment Plan

FY 2010



Compiled by
Illinois Community College Board
Research and Policy Studies
401 East Capitol Avenue
Springfield, IL 62701-1171
217-785-0123
<http://www.iccb.org>

Introduction

Diversity is an inclusive community of people with varied human characteristics, ideas, and world-views and whose interactions both benefit and challenge each other to grow while making the community better. Such a community will:



Enhance access, attract and retain a diverse population and promote equity and equal opportunity. Encourage interaction among diverse people to enrich the educational experience, promote personal growth and enhance the community. Foster mutual respect, value differences, and promote cross cultural understanding. Prepare leaders to live and work in a competitive global community. North Carolina State University. (2011). <http://www.ncsu.edu/diversity/benefits/>

Illinois community colleges value the diverse educational environment that includes individuals from a variety of races, ages, cultures, and experiences. A wide cross section of the community gathers at local community colleges to gain skills and knowledge to move forward with their lives.

Legislation

The Illinois Community College System African American Employment Plan Report contains fiscal year 2010 (July 1, 2009 through June 30, 2010) responses from Illinois' public Community College System to the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>).



The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of African American persons at supervisory, technical, professional and managerial levels.

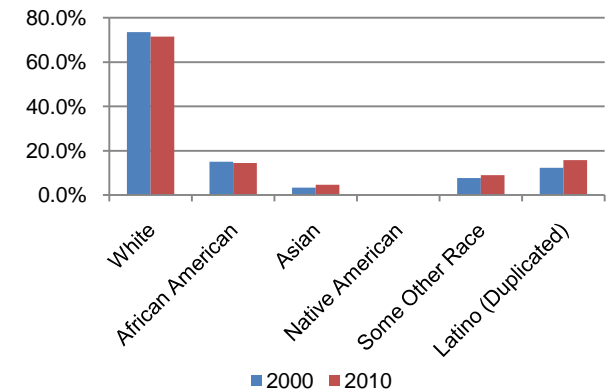
College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These new reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are African American. The report compliments activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements under Public Act 85-283 (<http://www.ilga.gov/previousga.asp?GA=85>).

Demographic Information

State of Illinois Racial/Ethnic Distribution – Illinois' 2010 census data show that Whites/Caucasians remained the largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2010, as the percent of Caucasians decreased from 73.5 percent to 71.5 percent of the population. (http://factfinder.census.gov/home/saff/main.html?_lang=en and http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_PL_QTPL&prodType=table).



State of Illinois Racial/Ethnic Distribution



Source: U.S. Census Bureau, 2000, 2011

Racial/Ethnic Distribution of Community College System Credit Programs – Overall in fiscal year 2010, minority students accounted for over one-third (37.0 percent) of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. African-American students – currently 110,432 in FY 2010 – constitute the second largest minority group in the latest data. African-American student representation was higher than the previous year (15.6 percent in FY 2010 versus 14.4 percent in FY 2009).

Minority students accounted for more than two-thirds (68.6 percent) of the individuals enrolled in community college Adult Education coursework in FY 2010. In fiscal year 2010, African-American students accounted for one-third (34.2 percent) of the adult education enrollments. Additionally, minority students accounted for more than eight out of every ten (82.3 percent) individuals enrolled in community college ESL coursework during fiscal year 2010.

