

ILLINOIS COMMUNITY COLLEGE SYSTEM

AFRICAN AMERICAN

EMPLOYMENT PLAN REPORT



Illinois Community College Board
401 East Capitol Avenue
Springfield, Illinois 62701-1711
Voice: (217) 785-0123
Fax: (217) 524-4981
www.iccb.org

February 2011

African American Employment Plan Report Fiscal Year 2010

Compiled by ICCB Research & Policy Studies

Scott J. Parke, Ph.D. Senior Director

Nathan R. Wilson, M.S. Director

Jo E. Barnard, B.A. Assistant Director

Michelle L. Dufour, B.A. Assistant Director

Candy Tempel, A.A.S. IT Technical Associate, Information Technology

Doug Lally, B.S. Applications Programmer III, Information Technology

African American Employment Plan Report Fiscal Year 2010

Table of Contents

Introduction	1
Map of Illinois Community Colleges	3
Demographic Information.....	4
African American Employment Plan Survey Results.....	10
Bibliography	100

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.

The enclosed materials contain 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.

Having African American faculty, professionals, and leaders in high visibility roles on campus contributes to a welcoming environment for African American students, other minorities, and White students.

Educators must begin to revisit the topic of mentoring and role models in higher education especially as it relates to Blacks at predominantly White college campuses . . . There remains a severe shortage of potential Black role models and mentors for the approximately 1.4 million Black students in higher education institutions (including two-year colleges). Williams. (2011, 1994). http://www.diversityweb.org/diversity_innovations/student_development/recruitment_retention_mentoring/role_models_mentors.cfm

According to noted author Jawanza Kunjufu (in Levister, 2009), African American men in educational leadership roles can have a particularly positive impact. "Black male teachers expose students to Black men as authority figures, help minority students feel that they belong, motivate Black students to achieve, demonstrate positive male-female relationships to Black young women and can provide

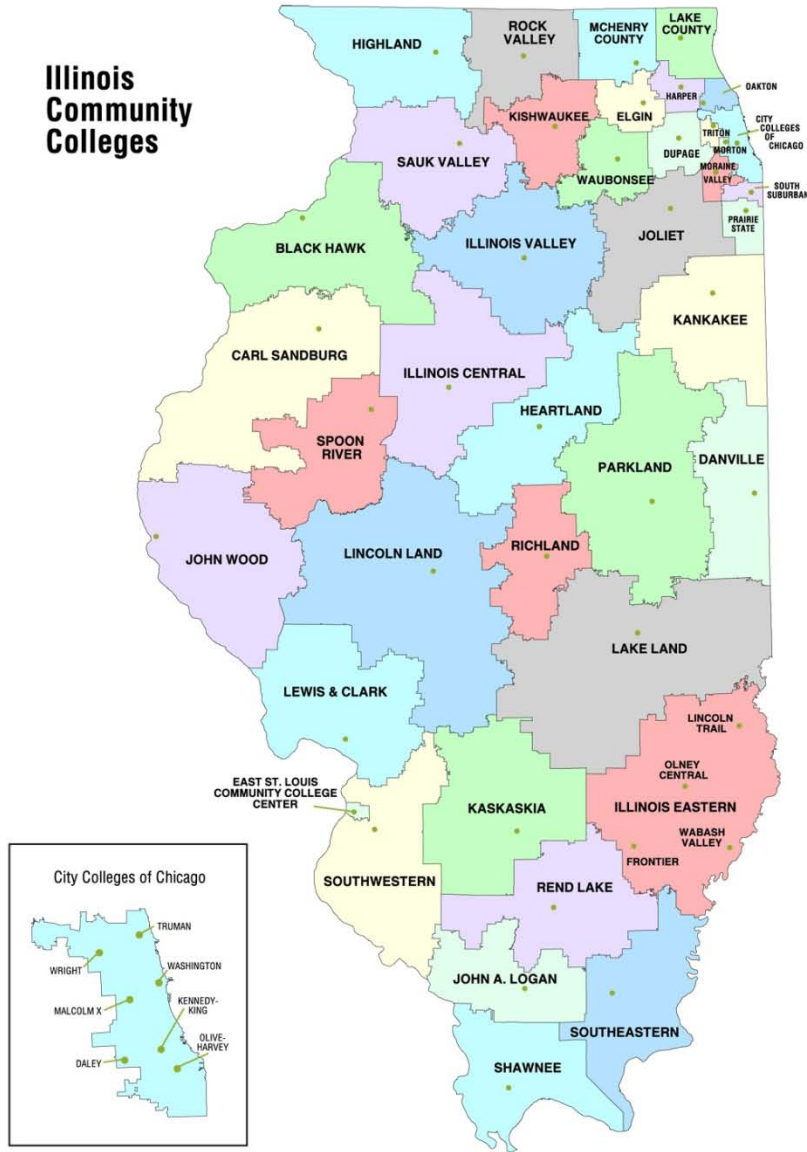
African-American youth with role models and mentors.” His comments are applicable across all educational levels.

Fiscal year 2010 is the first year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The eleven distinguished members of the new African American Employment Plan Advisory Council were named on February 22, 2011 (<http://appointments.illinois.gov/appointmentsDetail.cfm?id=387>) and they will provide additional leadership and guidance to plan development in the future. The initial Illinois statewide *African American Employment Plan* is available for review on the State of Illinois web portal (<http://www.state.il.us/cms/download/pdfs/AfricanAmericanPlan2011.pdf>). College officials look forward to carefully reviewing this document and incorporating appropriate action planning components into their local planning processes.

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 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>). Underrepresented groups reporting aims to increase participation and achievement among individuals with disabilities, women, and minorities. Recent editions of the *Underrepresented Groups Reports* are available on the ICCB website <http://www.iccb.org/reports.access.html>. Another complimentary initiative is the *Hispanic/Latino Employment Plan Survey and the Bilingual Needs and Bilingual Pay Survey* (SB 387/P.A. 96-1286 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1286&GA=96>). That report provides an annual assessment of initiatives and progress in hiring and promoting Hispanic/Latino persons at local community colleges.

The *African 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. To provide continuity across higher education reporting, the same forms community colleges completed were used to gather information from public universities by the Illinois Board of Higher Education.

MAP OF ILLINOIS COMMUNITY COLLEGES



DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the racial/ethnic 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 (A1) submission. Analyses are included about the racial/ethnic distribution of community college credit students for selected broad program areas (PCS). Staffing data referenced in the following pages are from the Annual Faculty, Staff, and Salary submission (C3).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2010.

State of Illinois' Racial/Ethnic Distribution – State census data show that Illinois' population grew to nearly 12.83 million in 2010 compared to 12.42 million in 2000 (<http://factfinder.census.gov/home/saff/main.html?lang=en>, Select Illinois from menu; and http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_PL_QTPL&prodType=table, Select Illinois from menu). These detailed Illinois census data indicate that the state's population grew 3.3 percent between 2000 and

2010. 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>, Select Illinois from menu; and http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_PL_QTPL&prodType=table, Select Illinois from menu).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2010 census. In the 2010 census, two or more races were identified on their census forms by 2.3 percent of all Illinoisans. These individuals are included in the "Some Other Race*" column in Table 1 below. The question on Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2010 data in the table. These duplicated Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,027,578 in 2010.

Table 1 State of Illinois Racial/Ethnic Distribution (Census)						
	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian American</i>	<i>Native American</i>	<i>Some Other Race*</i>	<i>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%

SOURCE OF DATA: U. S. Census Bureau, 2000, 2011.

Racial/Ethnic Distribution 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. FY 2010 data show that minority representation was similar to the prior year (FY 2009 = 36.2 percent). FY 2010 results are above the five-year average (35.8 percent). Students identifying themselves as Latino – 114,437

Students identifying themselves as Latino – 114,437 in FY 2010 – accounted for the largest number of minority enrollments in the Illinois Community College System this year and have every year since FY 2000.

in FY 2010 – accounted for the largest number of minority enrollments this year and have every year since FY 2000. African-American students – currently 110,432 – constitute the second largest minority group in the latest data. The FY 2010 proportionate representation by Latino students was slightly lower than the prior year (16.1 percent in FY 2010 versus 16.3 percent in FY 2009). African-American student representation was higher than the previous year (15.6 percent in FY 2010 versus 14.4 percent in FY 2009). Longer term – over the past five years – the Illinois Community College System's enrollments have increased across most racial/ethnic groups. Non-Resident Alien (-16.7 percent) was the only group with a decrease compared to FY 2006.

Student racial/ethnic representation varies across broad program areas (PCS). For example, Table 2 contains information about the racial/ethnic distribution of Adult Education (ABE/ASE) and English-as-a-Second Language (ESL) enrollments. Minority students accounted for more than two-thirds (68.6 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2010, African-American students accounted for one-third (34.2 percent) of the adult education enrollments. The latest figures show that Latino students accounted for nearly one-third (32.1 percent) of the individuals enrolled in Adult Education coursework. 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. Latino students accounted for over two-thirds (69.8 percent) of the community college ESL students.

Table 2 Fiscal Year 2010 Minority Students Enrolled in Adult Education (ABE/ASE) and English-as-a-Second Language (ESL)						
Program	African American	Latino	Asian	Nonresident Alien	Native American	Minority Subtotal
ABE/ASE %	34.2%	32.1%	1.8%	0.1%	0.4%	68.6%
Number	16,672	15,614	887	62	181	33,416
ESL %	2.9%	69.8%	8.9%	0.6%	0.1%	82.3%
Number	1,647	39,678	5,069	351	46	46,791

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 3 provides the distribution of Minority students enrolled in Baccalaureate/Transfer and Career/Technical programs. 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), followed by Latino students (9.9 percent), Asian students (4.7 percent), Nonresident Alien students (0.6 percent), and Native American students (0.3 percent). Table 3 also shows that 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. Latino students had the second largest Career/Technical program enrollment (9.2 percent), followed by Asian students (4.0 percent), Nonresident Alien students (0.3 percent), and Native American students (0.3 percent).

Table 3 Fiscal Year 2010 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs						
Program	African American	Latino	Asian	Nonresident Alien	Native American	Minority Subtotal
Bacc./Transfer %	14.9%	9.9%	4.7%	0.6%	0.3%	30.5%
Number	44,055	29,172	13,990	1,660	976	89,853
Career/Tech. %	14.7%	9.2%	4.0%	0.3%	0.3%	28.6%
Number	30,328	18,994	8,266	601	699	58,888

SOURCE OF DATA: Annual Enrollment and Completion (A1)

The following section of the report supplies information about the racial/ethnic characteristics of students who graduated in fiscal year 2010. 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 2010.

During fiscal year 2010, nearly four times as many Minorities completed Career/Technical programs as completed Baccalaureate/Transfer programs.

Across all Minority groups in 2010, Career/Technical program graduates far outnumbered Baccalaureate/Transfer program graduates. Table 4 shows that 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), followed by Latino (10.0 percent), Asian (5.8 percent), Nonresident Alien (0.3 percent), and Native-American (0.3 percent). African-American students represented a much smaller proportion of the Baccalaureate/Transfer graduates (9.2 percent). Latino students accounted for the largest group of Baccalaureate/Transfer Minority graduates (9.6 percent), followed by African-American students (9.2 percent), Asian students (3.7 percent), Nonresident Alien students (0.5 percent), and Native American students (0.2 percent).

Table 4 Fiscal Year 2010 Minority Student <u>Completers</u> in Baccalaureate Transfer and Career and Technical Programs						
Program	African American	Latino	Asian	Nonresident Alien	Native American	Minority Subtotal
Bacc./Transfer %	9.2%	9.6%	3.7%	0.5%	0.2%	23.2%
Number	1,468	1,529	598	83	39	3,717
Career/Tech. %	16.9%	10.0%	5.8%	0.3%	0.3%	33.3%
Number	6,678	3,971	2,294	121	128	13,192

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 5 shows that 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.

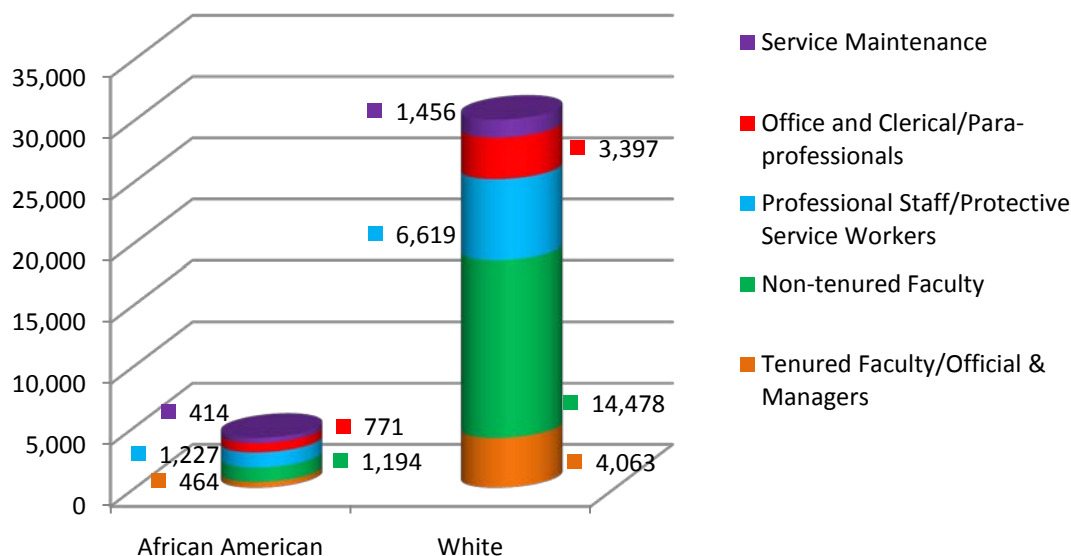
In fiscal year 2010, Minority faculty accounted for 14.3 percent of tenured faculty/officials and managers, 12.0 percent of non-tenured faculty, 19.2 percent of professional staff/protective service workers, 23.8 percent of office and clerical/para-professionals, and 21.7 percent of service maintenance employees.

Table 5 Fiscal Year 2010 Minority Faculty and Staff in Illinois Community Colleges						
	Tenured Faculty/ Officials & Managers	Non-tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para-professionals	Service Maintenance	Other
African American %	7.7%	5.7%	11.7%	12.9%	11.2%	3.4%
Number	464	1,194	1,227	771	414	5
Latino %	3.1%	3.1%	4.7%	8.0%	9.5%	2.8%
Number	185	658	493	479	351	4
Asian* %	3.2%	2.8%	2.6%	2.6%	0.9%	0.0%
Number	193	596	274	154	32	0
Native American %	0.3%	0.3%	0.3%	0.3%	0.2%	0.0%
Number	16	59	28	17	8	0
Non Resident Alien %	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Number	1	20	5	0	1	0
Minority Subtotal %	14.3%	12.0%	19.3%	23.8%	21.7%	6.2%
Number	859	2,527	2,027	1,421	806	9

*includes Native Hawaiian or Other Pacific Islander

SOURCE OF DATA: Annual Faculty, Staff, and Salary (C3) Submissions

Figure 1
Comparison of African American Employees to White Employees at Illinois Community Colleges
Fiscal Year 2010



SOURCE OF DATA: Annual Faculty, Staff, and Salary (C3) Submissions

Part of the standardized survey asks about individuals receiving extra pay for their bilingual skills. For certain positions, bilingual skills are a core job responsibility and required for an individual to be hired for the position. For example, Illinois community colleges all have an English-as-a-Second Language program and a foreign languages department. Individuals working in these departments must speak one or more foreign languages as specified in their job description. When college officials receive an incoming phone call or campus visit by someone speaking a language other than English, and the person who initially answers the phone or greets the visitor is not fluent in that language, the caller or guest is transferred or escorted to one of these two departments for assistance. College employees fluent in multiple languages working in other areas of the college may also be called upon to provide direct assistance to callers or visitors. In the latter case, the extent to which these individuals receive extra compensation for their bilingual skills varies by institution. The good news for individuals seeking services is that if they call or visit a community college it is extremely likely that a college employee will be able to communicate with them in a common language.

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 require 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 adopt a strong customer and community focus. Hence, the colleges strive to reflect the communities in which they are located. Interest in creating a diverse environment is common to all colleges across the system.

The following pages contain 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.

AFRICAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010

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

Black Hawk College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

11	Tenured Faculty/Official and Managers
9	Non-Tenured Faculty
0	Administrative Staff/Technicians
6	Professional Staff/Protective Service Workers
10	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
0	Other
41	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

170	Tenured Faculty/Official and Managers
317	Non-Tenured Faculty
0	Administrative Staff/Technicians
140	Professional Staff/Protective Service Workers
110	Office & Clerical/Para-professionals
0	Skilled Craft Workers
43	Service Maintenance
0	Other
780	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **780**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Official and Managers
-3	Non-Tenured Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
0	Other
7	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Human Resources provide Hiring Committee Training which includes an EEO review of all steps in hiring process.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

Recruitment advertisements are placed in publications with a large African American readership including the Journal of Blacks in Higher Education.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Danville Area Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Official and Managers
12	Non-Tenured Faculty
8	Administrative Staff/Technicians
49	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
4	Skilled Craft Workers
1	Service Maintenance
2	Other
84	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

87	Tenured Faculty/Official and Managers
136	Non-Tenured Faculty
6	Administrative Staff/Technicians
243	Professional Staff/Protective Service Workers
46	Office & Clerical/Para-professionals
4	Skilled Craft Workers
18	Service Maintenance
9	Other
549	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **539**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

N/A

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

N/A

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

College of DuPage

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

12	Tenured Faculty/Official and Managers
45	Non-Tenured Faculty
0	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
0	Other
92	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

311	Tenured Faculty/Official and Managers
1,838	Non-Tenured Faculty
0	Administrative Staff/Technicians
393	Professional Staff/Protective Service Workers
334	Office & Clerical/Para-professionals
0	Skilled Craft Workers
106	Service Maintenance
0	Other
2,982	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **2,982**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-2	Tenured Faculty/Official and Managers
-3	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance
0	Other
-9	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Our institution has a general recruitment initiative budget for advertisement of all open positions. This also includes advertisement for diverse groups including African American faculty. We don't have specific dollars set aside for African American and bilingual initiatives but our overall diversity advertisement does cover African American and Hispanic advertisement initiatives. Our recruitment initiative/advertisement budget for FY10 is \$100,000.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

We didn't have a specific budget allocation in FY09 for African American Employment Initiatives but we did have a budget for overall diversity initiatives targeted to recruit diverse candidates.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Our Institution has an expansive Affirmative Action plan that includes goals and action plans targeting minority hiring which also includes targeted outreach to African American candidates. One major goal is that all search committee members attend diversity training in order to gain full understanding of our goals and commitment to minority hiring.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The institution has an expansive Affirmative Action Plan that addresses employment strategies for all minority groups including African Americans. Our strategies have been to: request minority referrals from administrators, encourage all faculty and administrators to network to help identify qualified minority candidates, monitor the status of applicant pools at each stage of the process for minority composition and require Diversity Training for all search committees. A member of Human Resources meets with each hiring committee chair to encourage the committee to include more minorities in its interview pools, encourage the acceptance of diversity, and discuss procedures and minority/female hiring goals at the first search committee meeting.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Elgin Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

10	Tenured Faculty/Official and Managers
27	Non-Tenured Faculty
0	Administrative Staff/Technicians
27	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
79	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

117	Tenured Faculty/Official and Managers
578	Non-Tenured Faculty
0	Administrative Staff/Technicians
272	Professional Staff/Protective Service Workers
144	Office & Clerical/Para-professionals
0	Skilled Craft Workers
93	Service Maintenance
0	Other
1,204	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,204**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-19	Tenured Faculty/Official and Managers
-1	Non-Tenured Faculty
0	Administrative Staff/Technicians
-6	Professional Staff/Protective Service Workers
-6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
0	Other
-29	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

A portion of ECC's \$175,000 recruitment budget is spent recruiting African American faculty, staff and administrators. ECC has not established a separate budget for Bilingual (Spanish-speaking option) Initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Employees within the college attend conferences, seminars, meetings and training sessions related to employment law and diversity. The Human Resources Department monitors the applicant pool of each job posting to ensure that recruitment activities generate a diverse pool of qualified candidates. The Human Resources Department ensures that recruitment, selection and hiring processes adhere to all applicable state and federal laws as well as college policies, procedures and collective bargaining agreements. The Human Resources Department works directly with search committees to ensure that hiring and selection procedures/practices and compensation philosophies are applied consistently and equitably. Periodic reviews are conducted to ascertain the validity and appropriateness of existing recruitment and hiring practices and to identify any possible issues. Hiring systems and procedures are evaluated to ensure that our hiring processes will successfully pass internal and external compliance audits. Internal reviews are conducted on the recruitment and employment processes to ensure compliance. Employees are required to complete a web-based diversity training series in order to participate in the hiring process. The training series has two modules: one focused on diversity and another focused on respect, inclusion and bias. Recruitment plans are developed for each position. Employees have an opportunity to participate in diversity related professional development activities.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

ECC has been selected as one of five Illinois community colleges to participate in the national Achieving the Dream initiative. Achieving the Dream – Community Colleges Count is a multi-year, national initiative to improve student success, particularly among students of color and low-income students. A cornerstone of the initiative is broad engagement of faculty, staff, students and the community. ECC has convened a college-wide Equity Action Team to assist the president in defining, planning for, and implementing infrastructures to build and sustain cultural competence in the areas of diversity, equity, and inclusion. The Director of Community Engagement & Legislative Affairs is responsible for developing and executing community relations strategies that effectively support and achieve the vision, mission, goals and objectives of the college. Members of the Alliance for College Readiness work in faculty and staff teams to establish a common understanding of college and career readiness, to better align curriculum and instruction and to foster effective communication systems between students, educators, and parents. The Multicultural And Global Initiatives Committee (MAGIC) was established to prepare individuals to succeed in a diverse society by providing and supporting multicultural learning experiences in an inclusive environment. ECC's commitment to international education is evident in the accomplishments of our cross-functional team, Global/International Studies Taskforce (GIST), which was charged with expansion of international programs. Position vacancies are posted for a minimum of 10 business days to give all employees an equal opportunity to apply for open positions within the institution. The Human Resources Department is responsible for the integration of a systematic approach to identifying external recruitment

sources and referring internal and external candidates to open vacancies. ECC participates in district wide employment/career fairs sponsored by colleges, and community and civic activities. Additionally ECC hosts two annual fairs (diversity recruitment and career). ECC employees maintain memberships to minority professional associations and societies. The ECC Human Resources Department tracks demographic information of applicants who submit an ECC application for employment. The Human Resources Department assists applicants by mail, email, telephone, in person and Internet with completing and submitting an online application and general information regarding the hiring process. The Human Resources Department provides hard copy and electronic documents related to the hiring process in both English and Spanish. Additionally, Spanish-speaking employees are available to assist internal and external customers. Applicants respond to questions related to multiculturalism during the application and interview process.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Harper College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
19	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

265	Tenured Faculty/Official and Managers
717	Non-Tenured Faculty
0	Administrative Staff/Technicians
299	Professional Staff/Protective Service Workers
189	Office & Clerical/Para-professionals
0	Skilled Craft Workers
98	Service Maintenance
0	Other
1,568	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,568**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
-2	Non-Tenured Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
-4	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Harper College allocated \$5,565 or 8.0% of its FY10 budget specifically for recruiting African American faculty managers and administrators. These funds were used to target publications, associations and advertising venues such as Journal of Blacks in Higher Education, National Society for Black Engineers, and the National Conference on Race and Ethnicity.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Harper College allocated \$5,125 or just over 8.1% of its FY 09 budget specifically for recruiting African American faculty managers and administrators. These funds were used to target publications, associations and advertising venues such as Journal of Blacks in Higher Education and the National Conference on Race and Ethnicity as well as to educate faculty search committees on hiring Hispanics.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: an institutional wide-strategic goal in place to attract and retain underrepresented employees in higher level faculty and administrator roles. Regular reviews of all recruiting practices to ensure that there are adequate pipelines for attracting well-qualified African American candidates. Annual completion and analysis of workforce and utilization data by EEOC category. Collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair and Chief Human Resources Officer. Regular reviews of all hiring practices to ensure compliance with Federal and State laws. Required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Harper College is currently in the process of refining a 3 year African American Faculty and Staff Employment Recruitment strategy. Every year a targeted plan for hiring African Americans is developed. This includes identifying specific advertising venues such as the Journal of Blacks in Higher Education as well as networking with Historic Black Colleges. Harper College's Diversity Recruiter attended several diversity specific conferences such as NCORE (National Conference on Race and Ethnicity) and the IMDiversity.com conference. Training classes were run for all faculty search committee members to educate interviewers on diversity issues and legal compliance in the hiring process. Harper College is in the process of up-dating and revising the Harper College Diversity Plan. The College has had a diversity plan since 2003. The College re-designed the Jobs at Harper Web-site to create a more welcoming environment and to encourage persons from under-represented groups to apply.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Heartland Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Official and Managers
16	Non-Tenured Faculty
0	Administrative Staff/Technicians
17	Professional Staff/Protective Service Workers
5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
41	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

52	Tenured Faculty/Official and Managers
380	Non-Tenured Faculty
0	Administrative Staff/Technicians
302	Professional Staff/Protective Service Workers
61	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
0	Other
803	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **803**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-4	Tenured Faculty/Official and Managers
-3	Non-Tenured Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-7	Service Maintenance
0	Other
-15	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

N/A

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The College has detailed Hiring Guidelines and employees involved in hiring, interviewing, recruitment, and EEO receive training regarding institutional Hiring Guidelines. Heartland Community College officials are reviewing the legislative mandates to determine whether any changes to the Hiring Guidelines are necessary and we will adjust training of employees accordingly.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Employment opportunities are advertised in the Diverse Issues in Higher Education publication and posted on the Diversifying Faculty in Illinois Higher Education job board in addition to other publications and job boards.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Highland Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
19	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

65	Tenured Faculty/Official and Managers
185	Non-Tenured Faculty
0	Administrative Staff/Technicians
92	Professional Staff/Protective Service Workers
46	Office & Clerical/Para-professionals
0	Skilled Craft Workers
31	Service Maintenance
0	Other
419	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **419**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-3	Tenured Faculty/Official and Managers
-3	Non-Tenured Faculty
0	Administrative Staff/Technicians
6	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance
0	Other
3	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

This is a new regulation for community colleges and a new requirement for us. Highland Community College has a small recruitment budget rather than a designated budget to recruit specific populations. We are interested in promoting diversity and are currently utilizing the DFI project to help in locating minority faculty and administrators as well as HBCU Connect (online recruiting to historically black colleges and universities), Diverse Issues in Higher Ed and mailings to area churches and African American ministers. We will make it a priority in the future financial plan to allocate some funding to Hispanic and African American Employment strategies and initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

In FY09 Highland Community College had a small recruitment budget rather than a designated budget to recruit specific populations. The College did utilize the DFI project to help in locating minority faculty and administrators as well as HBCU Connect (online recruiting to historically black colleges and universities), Diverse Issues in Higher Ed and mailings to area churches and African American ministers. In the past we have also used Black Issues in Higher Education: iminorities.com; diversitylink.com; imdiversity.com; Latinos in highered.com; hispanic-jobs.com; and minority nurse.com when the recruitment budget and the position allowed for their use. Responses from these venues though have not been successful in obtaining candidates.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

This is a new regulation for community colleges and a new requirement for Highland Community College. We look forward to answering this question with more information in the future specific to an African American Employment Plan. The College's Human Resources Department Affirmative Action Officer and the College's Equal Employment/ Affirmative Action (EE/AA) Committee are dedicated to recruitment and selection process that ensures nondiscrimination, provides equal access and opportunity to all, and complies with all Federal and State regulations. A representative of the EE/AA Committee is assigned to each faculty and administrative search and participates in the review, interview, and selection of candidates. All employees participate in educational sessions to understand the dimensions of diversity and treating everyone with respect. The HR department currently holds a one-on-one meeting with each selection committee chair to discuss applicable regulations and processes. In addition the Human Resources department meets with the entire search committee to discuss the processes, laws, expectations, etc. The Committee is currently developing a training plan and will begin intense training on the following topics: basic HR law related to employment, ADEA Title XVII, Highland Community College's Hiring Process, screening tools, understanding cultural differences, how to evaluate application materials from an AA representative's perspective, appropriate employer interview behavior, and understanding hidden biases/barriers. The Committee will be recommending and perhaps leading education sessions for others that serve on search committees for the College. In addition the Committee plans to make recommendations of campus wide training needs to the College's Diversity Committee.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

This is a new regulation for community colleges and a new requirement for Highland Community College. The Human Resources Department Affirmative Action Officer and the College's Equal Employment/Affirmative Action Committee are excited to take a part in this new initiative and in the development of an African American Employment Plan that will support the State Plan as well as the College's Affirmative Action Plan. In doing this the College will look at improvements to our current processes involved in recruitment interviewing selection as well as retention. A number of years ago through a College focus group the College did develop the following strategies to target potential African American candidates: position advertisements mailed to area churches in hopes to link with African Americans in the community, position advertisements directed to historically minority colleges and universities, recruitment postings sent to Chicago area high schools and colleges, added a question on the Federally required candidate EEO form asking how the candidate heard about the position. This helped us to discover which advertising medium brought in minority applicants in an effort to find the most effective media to target minority applicants given our small advertising/recruitment budget. We look forward to answering this question with more information in the future as the College develops an African American Faculty and Staff Employment Recruitment Plan.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Illinois Central College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

14	Tenured Faculty/Official and Managers
22	Non-Tenured Faculty
0	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
18	Office & Clerical/Para-professionals
0	Skilled Craft Workers
19	Service Maintenance
0	Other
129	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

209	Tenured Faculty/Official and Managers
608	Non-Tenured Faculty
0	Administrative Staff/Technicians
651	Professional Staff/Protective Service Workers
181	Office & Clerical/Para-professionals
0	Skilled Craft Workers
184	Service Maintenance
0	Other
1,833	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,833**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

7	Tenured Faculty/Official and Managers
5	Non-Tenured Faculty
0	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
31	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Approximately \$10,000 was set aside in FY10 for African American employee recruitment. We have no established budget for Bilingual Initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Approximately \$10,000 was budgeted in FY 09 for African American employee recruitment activities.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

We are in the process of updating our Affirmative Action Plan to incorporate procedures to provide a more in-depth EEO orientation and development for hiring managers.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The College established linkages with African American advocacy organizations to share information on available employment opportunities and encourage in particular applications for faculty positions, launched pilot project with the Caterpillar African American Network (CAAN) to recruit African American professionals as adjunct faculty at the college, is currently developing a new Affirmative Action Plan to include an African American Faculty and Staff Employment Recruitment Plan, and established strategic objective of "Workforce" to incorporate goals for diversification of faculty and staff with performance accountability outlined for managers.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Illinois Eastern Community Colleges

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
4	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

192	Tenured Faculty/Official and Managers
476	Non-Tenured Faculty
0	Administrative Staff/Technicians
182	Professional Staff/Protective Service Workers
89	Office & Clerical/Para-professionals
0	Skilled Craft Workers
43	Service Maintenance
0	Other
982	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **982**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

**Illinois Eastern Community Colleges
Frontier Community College**

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
1	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

23	Tenured Faculty/Official and Managers
225	Non-Tenured Faculty
0	Administrative Staff/Technicians
23	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
0	Other
290	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **290**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

**Illinois Eastern Community Colleges
Lincoln Trail College**

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
2	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

36	Tenured Faculty/Official and Managers
76	Non-Tenured Faculty
0	Administrative Staff/Technicians
30	Professional Staff/Protective Service Workers
19	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
0	Other
174	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **174**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

**Illinois Eastern Community Colleges
Olney Central College**

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

55	Tenured Faculty/Official and Managers
85	Non-Tenured Faculty
0	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
17	Office & Clerical/Para-professionals
0	Skilled Craft Workers
10	Service Maintenance
0	Other
223	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **223**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

**Illinois Eastern Community Colleges
Wabash Valley College**

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
1	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

51	Tenured Faculty/Official and Managers
86	Non-Tenured Faculty
0	Administrative Staff/Technicians
38	Professional Staff/Protective Service Workers
20	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
0	Other
208	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **208**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

**Illinois Eastern Community Colleges
District Office**

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

27	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
0	Administrative Staff/Technicians
35	Professional Staff/Protective Service Workers
19	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
87	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **87**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring committees review information presented by the HR dept on EEO compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Illinois Valley Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
5	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
9	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

22	Tenured Faculty/Official and Managers
286	Non-Tenured Faculty
0	Administrative Staff/Technicians
137	Professional Staff/Protective Service Workers
72	Office & Clerical/Para-professionals
0	Skilled Craft Workers
17	Service Maintenance
0	Other
534	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **534**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
4	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Yes. No budget was established for Bilingual Initiatives. All advertising dollars include advertising in minority publications and are not separately accounted for.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$15,000 total advertising budget for FY09

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college has established policies and procedures for use in the hiring process. All selection committee members are trained on the policies and procedures prior to serving on committee. A scoring sheet with key characteristics required for the position from the job description is used to score each applicant based on material included in the cover letter, resume, and application.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The Board has adopted an Affirmative Action Policy. The Equal Employment Opportunity statement is incorporated in the following publications and forms: purchase orders, leases, construction contracts, purchasing guidelines, college catalog, faculty handbook, employee guidebook, and other publications where necessary. All job vacancies include the equal opportunity statement.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Joliet Junior College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Official and Managers
39	Non-Tenured Faculty
0	Administrative Staff/Technicians
37	Professional Staff/Protective Service Workers
18	Office & Clerical/Para-professionals
0	Skilled Craft Workers
30	Service Maintenance
0	Other
139	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

225	Tenured Faculty/Official and Managers
979	Non-Tenured Faculty
0	Administrative Staff/Technicians
373	Professional Staff/Protective Service Workers
208	Office & Clerical/Para-professionals
0	Skilled Craft Workers
163	Service Maintenance
0	Other
1,948	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,948**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

3	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
-3	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
-3	Skilled Craft Workers
-15	Service Maintenance
0	Other
-15	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Currently the college does not provide specific budget allocations for recruitment specifically for African American faculty. However the college allocates an adequate amount towards the total recruitment budget and we use both traditional and more contemporary methods to attract a diverse applicant pool. The college will explore the feasibility of assigning cost centers to track the employment plan initiatives. FY2010 budget information is not available.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

General recruiting budget includes funds for minority recruiting.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The Senior Leadership Team (SLT) is charged with accepting responsibility for accomplishing progress towards the legislative mandates of the African American Employment Plan. Responsibilities include employee and faculty compliance; implementation of policies and procedures; promotion of equal employment opportunities; cooperating with investigations; making sound employment decisions utilizing data; and developing, delivering, and participating in diversity training programs. A comprehensive and assertive Inclusion/Diversity has been developed which applies to all personnel practices including recruitment and job advertising hiring selection for training promotion separation demotion lay-off transfer and rates of pay and all other terms conditions and privileges of employment. JJC has standardized the search committee process and procedures by providing mandatory training for search committee members technical assistance and support; held college-wide diversity forums to gain insight into issues as it pertains to staffing patterns and communication issues; has a Diversity Leadership Council with membership appointed by the college president; gained additional community partners as a result of our outreach efforts with local high schools, churches and community organizations; and works with the Illinois Department of Employment Security to post vacancies to identify applicant pool within District 525. JJC collaborates with area colleges and universities to tap into their alumni as prospective candidates. JJC is working collaboratively with South Metropolitan Higher Education Consortium on two projects including Diversifying Faculty in Illinois Initiative (the college has created a welcoming environment; and Open Doors Open Hearts and Open Minds: Statement on Diversity and Inclusiveness which incorporates a desire to have a community that reflects a wide representation of attribute diversity.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college utilizes a variety of diverse employment strategies. Starting with recruitment we utilize advertisements which reach broad populations such as the Chicago Suburban News publications, the Chronicle for Higher Education and the Chicago Tribune. The college will utilize African American based publications such as appropriate. Recruitment sources are actively encouraged to refer qualified candidates and to assist in the implementation of JJC's diversity/inclusion programs. We also welcome suggestions for additional sources from the public. We also reach out to Historically Black Colleges and Universities (HBCUs) and a variety of African American professional organizations and websites. The Human Resources Department maintains a directory of local educational institutions, community organizations and agencies serving minority group members and females is reviewed annually for their effectiveness as sources for employee recruitment. Non-discrimination statements are included in all job applications vacancy notices on the college website and online-application processes and public advertisements. The college provides tuition waivers for eligible employees to

participate in the college's credit courses which aids in their personal and professional development and builds skills for individuals to qualify for advancement opportunities within the college. Additionally the college seeks opportunities to collaborate with minority and ethnic organizations to advise, educate and provide technical assistance regarding JJC's equal employment policies. Promotional initiatives include the development of career clusters which provide vision and clear expectations for advancement opportunities within certain areas (e.g.: Information Technology), development of core competencies and succession planning, and communication of all the above referenced initiatives.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Kankakee Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

25	Tenured Faculty/Official and Managers
14	Non-Tenured Faculty
0	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
18	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
0	Other
73	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

101	Tenured Faculty/Official and Managers
259	Non-Tenured Faculty
0	Administrative Staff/Technicians
58	Professional Staff/Protective Service Workers
119	Office & Clerical/Para-professionals
0	Skilled Craft Workers
22	Service Maintenance
0	Other
559	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **559**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

13	Tenured Faculty/Official and Managers
-7	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
0	Other
38	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Human Resources oversee the screening and hiring process for every staff and faculty position to maintain consistency in the process. Each screening committee is trained in the process and required to submit a confidentiality agreement. Human Resources track the applicant pool using Neo.gov at each stage of the screening process to ensure that a diverse pool of applicants is considered.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

KCC faculty, staff and administration establish strong community ties to recruit African American employees through: outreach from the KCC Diversity Committee, open communication with city and county leaders, Brother2Brother collaborations, participation in community-wide Black History Planning committee, partnerships with Kankakee Library, and mentoring programs in local schools

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Kaskaskia College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Official and Managers
6	Non-Tenured Faculty
0	Administrative Staff/Technicians
6	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
0	Other
24	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

94	Tenured Faculty/Official and Managers
311	Non-Tenured Faculty
0	Administrative Staff/Technicians
107	Professional Staff/Protective Service Workers
95	Office & Clerical/Para-professionals
0	Skilled Craft Workers
76	Service Maintenance
0	Other
683	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **683**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
0	Other
13	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Kaskaskia College budgets additional funds for advertising on The Affirmative Action List to reach African American professionals with information about employment opportunities. In FY 2010, \$900 was spent for these advertisement expenses.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

In FY 2009 \$1,350 was spent for these advertising expenses.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The hiring process is centralized through the Human Resources Office to ensure that everyone is receiving equal treatment and that it is in compliance with all legislative mandates.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college makes a concerted effort to be inclusive and direct recruitment activities to attract a diverse pool of applicants.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Kishwaukee College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Official and Managers
11	Non-Tenured Faculty
0	Administrative Staff/Technicians
6	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
21	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

81	Tenured Faculty/Official and Managers
225	Non-Tenured Faculty
0	Administrative Staff/Technicians
109	Professional Staff/Protective Service Workers
58	Office & Clerical/Para-professionals
0	Skilled Craft Workers
30	Service Maintenance
0	Other
503	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **503**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
0	Other
15	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Yes. Employment advertising in diverse recruitment sources is \$10,000.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$9,200

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Search Committee Training

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college participates in Diversity Job Fairs, Community-wide Diversity Summit, and follow-up diversity training, Higher Education Diversity Conferences attended by African American administrators (2).

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

College of Lake County

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

11	Tenured Faculty/Official and Managers
61	Non-Tenured Faculty
0	Administrative Staff/Technicians
26	Professional Staff/Protective Service Workers
32	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
0	Other
139	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

63	Tenured Faculty/Official and Managers
1,145	Non-Tenured Faculty
0	Administrative Staff/Technicians
234	Professional Staff/Protective Service Workers
232	Office & Clerical/Para-professionals
0	Skilled Craft Workers
72	Service Maintenance
0	Other
1,746	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,746**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-11	Tenured Faculty/Official and Managers
-1	Non-Tenured Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-6	Service Maintenance
0	Other
-6	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Yes the College provides budget allocations for recruitment of African American faculty and employment initiatives. The FY10 budget allocation for recruitment was \$200,000. As part of the College overall staff recruiting budget the institution has established a budget for Bilingual Spanish-speaking initiatives as part of the College's overall staff recruiting budget.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

The FY09 budget allocation for recruitment was \$220,000.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Currently the College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions with emphasis on Administrative and Faculty positions before the applications are released to the search committee. If the pool is not diverse as defined by the area Vice President the position is reopened, especially for faculty and administrative positions.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

As part of the 2008-2009 Academic Quality Improvement Program project the College of Lake County established a Diversity Committee to develop a comprehensive plan to continuously improve the process of infusing diversity in the college. The committee studied strategies to develop measurable goals and objectives that demonstrate the college's commitment to valuing, respecting and learning about diverse people and perspectives. To accomplish this goal the committee has recommended the creation of a Diversity Commission within the college's current shared governance structure. The Commission will include four subcommittees with responsibilities related to instructional and faculty development; services for students and retention; multicultural events, communication and outreach; and human resources and staff professional development. Membership will include representatives from all employee Senates, Student Government Association and the Lake County community. Creation of the Diversity Commission has been endorsed by the Senate and the Student Government Association and approved by the Board of Trustees. This Committee also spent a year visiting colleges and universities to benchmark best diversity practices. In addition the President developed an African American Alliance made up of community members. The College is a member of the Historically Black Colleges and Universities (HBCU) website. The College also attends job fairs geared towards African American recruitment annually. The College of Lake County received an award from the HBCU for recognition for being an active participant in recruiting minorities. The College was listed as number four (4) out of their top 50 employers for putting in real effort to reach out to and recruit minorities. In addition the College received a "Diversity Spirit Achievement Award" for our active support of diversity in the community and the workplace.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Lake Land College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
5	Non-Tenured Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
10	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

119	Tenured Faculty/Official and Managers
216	Non-Tenured Faculty
21	Administrative Staff/Technicians
308	Professional Staff/Protective Service Workers
67	Office & Clerical/Para-professionals
0	Skilled Craft Workers
34	Service Maintenance
4	Other
769	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **748**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-1	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
1	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance
-1	Other
-3	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No we have not.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

General recruiting budget includes funds for minority recruiting.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Hiring committee training and oversight.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college provides hiring committee training to all participants.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Lewis & Clark Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Official and Managers
17	Non-Tenured Faculty
0	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
60	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

139	Tenured Faculty/Official and Managers
430	Non-Tenured Faculty
0	Administrative Staff/Technicians
260	Professional Staff/Protective Service Workers
122	Office & Clerical/Para-professionals
0	Skilled Craft Workers
20	Service Maintenance
0	Other
971	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **971**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

N/A

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

In addition to complying with the EEO guidelines we will utilize a new employment program PeopleAdmin in February 2010 that will afford us the opportunity to better identify and assess minority candidates.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college recently appointed a new HR Director who has been tasked with creating networks in the community to further enhance our ability to meet/exceed the State African American Employment Plan.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Lincoln Land Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

8	Tenured Faculty/Official and Managers
13	Non-Tenured Faculty
0	Administrative Staff/Technicians
24	Professional Staff/Protective Service Workers
10	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
0	Other
61	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

192	Tenured Faculty/Official and Managers
456	Non-Tenured Faculty
0	Administrative Staff/Technicians
338	Professional Staff/Protective Service Workers
93	Office & Clerical/Para-professionals
0	Skilled Craft Workers
47	Service Maintenance
0	Other
1,126	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,126**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

3	Tenured Faculty/Official and Managers
5	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-5	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Lincoln Land Community College (LLCC) has an annual budget of \$2,550 for the recruitment of faculty and staff. A portion of those budget dollars are used for recruitment events that will provide exposure to diverse individuals who may be interested in employment at LLCC. There is no established budget for Bilingual Initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

The budget for FY09 was \$2,150.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

LLCC does not have any specific training for administrators regarding the legislative mandates of the Hispanic Employment Plan. All administrators are expected to comply with all College policies and procedures as well as local state and federal mandates.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

LLCC employs a wide variety of strategies to ensure that the applicant pools of all vacancies include diverse individuals including Hispanics and to employ a workforce that reflects the district it serves. LLCC participates in many local and regional recruitment events. Many events are selected based on the exposure to diverse applicants. The College advertises in many publications and on many websites geared toward diverse applicants including Diverse Issues in Higher Education, Hispanic Outlook, Insight Into Diversity, Diversifying Faculty in Illinois, HBCU Career Center and Latinos in Higher Education. The College has identified community groups, organizations and leaders representing diverse constituents. The Human Resources Office direct-mails each vacancy announcement to these community groups. The College also works with the local school district to expose 7th grade students to the educational and employment opportunities available at LLCC in hopes that will affect future enrollments and applicant pools. The College also has opportunities annually to expose district high school students to careers at LLCC. As it is difficult to attract diverse applicants to the Central Illinois area exposure to local youth representing diverse backgrounds could impact future applicant pools as they may stay in the area as adults. By establishing the College as a possible future employer we hope to impact future applicant pools. In order to retain a diverse workforce the College strives to create a culturally-rich environment. The College's Multicultural Awareness Center provides cultural programming throughout the year including programs dedicated to African-American and Hispanic history and culture. The College has an annual Multicultural Fair in which employees of all races ethnicities and nationalities have the opportunity to share their history and culture as well as learn about others. The College works to ensure that a fair and competitive compensation and benefits package is offered to all employees as well.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

John A. Logan College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Official and Managers
10	Non-Tenured Faculty
2	Administrative Staff/Technicians
23	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
4	Skilled Craft Workers
5	Service Maintenance
0	Other
48	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

130	Tenured Faculty/Official and Managers
250	Non-Tenured Faculty
2	Administrative Staff/Technicians
135	Professional Staff/Protective Service Workers
99	Office & Clerical/Para-professionals
4	Skilled Craft Workers
59	Service Maintenance
0	Other
679	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **673**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

N/A

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college has a Diversity Officer, Diversity Meetings, Diversity Committees & Diversity Sub Com Meetings, and HR Director Monthly Meeting with College Legal Council.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college has EEOC, Affirmative Action Monthly Tracking, Hiring Report to Hiring Committee, HR Committee Meetings, and Utilization Analysis conducted by College Legal Council & H.R ensuring College Compliance.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

McHenry County College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

6	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
12	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

119	Tenured Faculty/Official and Managers
363	Non-Tenured Faculty
0	Administrative Staff/Technicians
262	Professional Staff/Protective Service Workers
32	Office & Clerical/Para-professionals
0	Skilled Craft Workers
37	Service Maintenance
0	Other
813	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **813**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-4	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
0	Other
-5	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

The College's Affirmative Action Program encompasses directives for increasing staff diversity with employment initiatives focused on attracting and recruiting minorities and hiring candidates with bilingual skills and diverse population experience.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Percentage of the FY09 diversity budget of \$7,000.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Moving forward, additional analysis and progress reporting on these efforts at McHenry County College will be provided by the Affirmative Action Coordinator.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

None specifically for State AAEP for FY 2010; efforts in progress for FY 2011.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Moraine Valley Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

14	Tenured Faculty/Official and Managers
76	Non-Tenured Faculty
0	Administrative Staff/Technicians
40	Professional Staff/Protective Service Workers
15	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
3	Other
156	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

179	Tenured Faculty/Official and Managers
866	Non-Tenured Faculty
0	Administrative Staff/Technicians
215	Professional Staff/Protective Service Workers
197	Office & Clerical/Para-professionals
0	Skilled Craft Workers
78	Service Maintenance
122	Other
1,657	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,657**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
11	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
-5	Other
11	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Moraine Valley Community College does participate in specific recruitment strategies in an effort to attract talent from the African American employment population. FY10 allocated funds were \$2,780.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

FY09 allocated funds were \$3,370

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The College conducts annual faculty search committee training prior to the start of the recruitment process. Search committees are composed of diverse members. There is continuous human resources involvement during the recruitment and hiring process to ensure compliance.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Several strategies are in place utilizing various activities: recruitment through National Black MBA Association; recruitment through HigherEdJobs.com; affirmative action eblasts; participation in diversity career fairs; Diversity & Inclusion Community Dialogue with representatives from the communities we serve; celebration of African American History month with students and staff; mentors provided for new faculty and staff; additional diversity training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll; and required diversity training session for all new hires.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Morton College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
23	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
24	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

69	Tenured Faculty/Official and Managers
252	Non-Tenured Faculty
0	Administrative Staff/Technicians
46	Professional Staff/Protective Service Workers
92	Office & Clerical/Para-professionals
0	Skilled Craft Workers
27	Service Maintenance
10	Other
496	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **496**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Our hiring practices follow EEO guidelines.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Oakton Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

8	Tenured Faculty/Official and Managers
21	Non-Tenured Faculty
0	Administrative Staff/Technicians
14	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
0	Other
60	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

161	Tenured Faculty/Official and Managers
669	Non-Tenured Faculty
0	Administrative Staff/Technicians
164	Professional Staff/Protective Service Workers
149	Office & Clerical/Para-professionals
0	Skilled Craft Workers
69	Service Maintenance
0	Other
1,212	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,212**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
-2	Non-Tenured Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
0	Other
12	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Recruitment activities are placed into general budget lines and there is no budget line specifically earmarked for the recruitment of one demographic or another nor is there a budget line specifically earmarked for the recruitment of English-Spanish Bilingual employees. When a position is open and is scheduled to be recruited and filled a general strategy is developed on places and sources to recruit potential applicants which will provide a broad, deep and diverse pool without specifically recruiting for one demographic group over another or others.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Recruitment activities are placed into general budget lines and there is no budget specifically earmarked for the recruitment of any demographic group.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The College's Affirmative Action Plan is found in the libraries of each campus as well as in the President's Office. A copy of the Affirmative Action Plan is distributed to each administrator on an annual basis. An annual meeting is convened by the Associate Vice President for Human Resources with the entire College administration to explain the intent of the Affirmative Action Plan and to reiterate Oakton's commitment to equal opportunity and affirmative action. Goals for recruitment are discussed and roles are determined in assisting the College in meeting its responsibilities to provide equal employment opportunities and our commitment to be an affirmative action employer. This commitment is also communicated to each search committee by the Associate Vice President for Human Resources at the initial meeting of the search committee as well as the recruitment goals for the College and for the particular position. The commitment is reinforced by the supervising administrator at the initial search committee meeting in the directions and charges given to the search committee. Activities subsequently undertaken by the search committee and the supervising administrator are monitored for compliance by the Associate Vice President for Human Resources.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Oakton not only believes in a broad recruitment strategy it practices broad recruitment. In the most recent 12 month period Oakton has placed ads or posted vacancy announcements to 22 different African American centered publications and websites. In addition direct mail recruitment was utilized for specific faculty positions to Diversifying Faculty in Illinois participants with degrees in disciplines aligned with specific faculty positions in an attempt to reach potential applicants who were most likely to be African American.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Parkland College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Official and Managers
14	Non-Tenured Faculty
0	Administrative Staff/Technicians
28	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
0	Other
65	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

57	Tenured Faculty/Official and Managers
634	Non-Tenured Faculty
0	Administrative Staff/Technicians
490	Professional Staff/Protective Service Workers
64	Office & Clerical/Para-professionals
0	Skilled Craft Workers
63	Service Maintenance
0	Other
1,308	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,308**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

\$70,000 for employment advertising initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Parkland College has a rigorous internal EEO policy that while not specifically tailored to address the referenced legislative mandates effectively does so. Parkland College makes concerted efforts to recruit and hire traditionally under-represented groups including Hispanics. Parkland includes as a part of its recruitment philosophy a goal to reflect the demographic groups it serves in its employees.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

See 8 above.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Prairie State College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Official and Managers
83	Non-Tenured Faculty
0	Administrative Staff/Technicians
55	Professional Staff/Protective Service Workers
45	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
0	Other
205	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

81	Tenured Faculty/Official and Managers
336	Non-Tenured Faculty
0	Administrative Staff/Technicians
147	Professional Staff/Protective Service Workers
125	Office & Clerical/Para-professionals
0	Skilled Craft Workers
35	Service Maintenance
0	Other
724	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **724**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

-9	Tenured Faculty/Official and Managers
-7	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-7	Service Maintenance
0	Other
-23	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No. None.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

None.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All search committees are required to read and affirm the College's efforts through affirmative action to attract a pool of candidates that is diverse in terms of ethnicity. The College informs hiring committees of the employment areas in which Hispanics are under-represented or non-represented at the College.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Prairie State College advertises employment opportunities in publications that target minorities employed or seeking employment in higher education. In the past year the College advertised openings in: "Diverse Issues in Higher Education," Illinois African American and Latino Higher Education Alliance and "Hispanic Outlook." Prairie State has been an active member in several state-wide initiatives to raise awareness and create forums to address concerns for issues confronting Latinos in higher education. Prairie State College participates in events associated with the Diversifying Faculty in Illinois Higher Education (DFI) program. Vice Presidents from the College attended conferences in the recent past. The College recruited at state-wide events to encourage participation in applying for scholarships from DFI that supported the advancement of minorities in M.A. and Ph.D. programs at state institutions. In addition the College participates as an institution on the Illinois Committee on Black Concerns in Higher Education (ICBCHE). The Vice President of Student Affairs and Dean of Students is an active member of the organization. The College attends the annual conference. In the past the President of the College and members of its faculty presented at the ICBCHE annual conferences. The College also purchases a table at the annual conference to list recent job openings and attract more African American applicants who attend ICBCHE events.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010

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

Rend Lake College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
6	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

66	Tenured Faculty/Official and Managers
216	Non-Tenured Faculty
25	Administrative Staff/Technicians
154	Professional Staff/Protective Service Workers
36	Office & Clerical/Para-professionals
0	Skilled Craft Workers
52	Service Maintenance
0	Other
549	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **524**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

5	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
5	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
5	Office & Clerical/Para-professionals
5	Skilled Craft Workers
3	Service Maintenance
0	Other
30	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No and No. With such a small percentage of the population African American it is not feasible to provide a budget allocation except in the case of spending a proportionate amount of allocated advertising money for the recruitment of African American applicants.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A Due to the small percentage of the population that are African American it is not feasible to provide a budget allocation except in the case of spending a proportionate amount of allocated advertising money.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

All hiring staff and managers have been encouraged to consider all applications from African American applicants; however the college receives only a very small number of African American applications despite efforts to encourage them to apply. In Rend Lake College administrative cabinet meetings administrators evaluate the hiring practices of those who report to them and discuss the options and advantages of hiring minority personnel. The college also notes in all job postings that women, minorities and those with disabilities are encouraged to apply.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

We work with and alert the Workforce Investment Act the Department of Employment Security to encourage African American and all minority recruitment. The college also advertises by policy in the Southern Illinoisan, a regional newspaper located in Carbondale, IL, which is more demographically diverse than our primary counties of Franklin and Jefferson. Additionally all job ads are sent in accordance with the College's Affirmative Action plan which stipulates the elimination of job requirements that are unnecessary and may disproportionately screen out minorities. We also encourage minority employees to recommend candidates for vacant positions in underutilized job groups.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Richland Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

10	Tenured Faculty/Official and Managers
7	Non-Tenured Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
25	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

110	Tenured Faculty/Official and Managers
152	Non-Tenured Faculty
0	Administrative Staff/Technicians
27	Professional Staff/Protective Service Workers
50	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
0	Other
346	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **346**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
1	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Yes budget resources are allocated for recruitment of African American faculty for associated employment initiatives. Budget resources are not separated from the total Advertising and Recruitment budgets. The institution does not establish budget allocations for Bilingual (Spanish-speaking option) Initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Budget resources are not separated from the total Advertising and Recruitment budgets.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Search committees are formed at the College to assist with the recruiting efforts and to review and select employment candidates. All Search committee members participate in the College's Diversity in Hiring training before serving on a College Search Committee. All Search Committee members participate in a procedural review prior to the start of any individual search which includes reinforcement of the Colleges commitment to diversity and the Committee's role in supporting this objective.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Employment opportunities are posted internally. Using the College website job opportunities are made available to College employees, including minority protected class and members of potentially under-represented groups. The opportunity for Career Options communications and discussions for all employees is also built into the College's Performance Evaluation processes. In addition career development opportunities made available to employees include Foundation Funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training offerings. External recruitment efforts routinely include solicitations to Decatur Black Chamber of Commerce and the NAACP Decatur Branch. Depending on the employment opportunity other outreach efforts might include the Higher Ed.com Affirmative Action diversity supplement; Minority Nurse.com; MinorityNetwork.com; Hispanic Outlook in Higher Education; and Latinos in Higher Education. To optimize the selection process the designated Search Committee will typically include a minority representative to assist with recruiting ideas and help maintain fair consideration standards. Job announcement communications include our statements regarding the College's commitment to diversity, an affirmative invitation directed to members of potentially under-represented groups and a non-discrimination statement.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Rock Valley College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Official and Managers
9	Non-Tenured Faculty
0	Administrative Staff/Technicians
18	Professional Staff/Protective Service Workers
12	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
44	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

169	Tenured Faculty/Official and Managers
281	Non-Tenured Faculty
0	Administrative Staff/Technicians
149	Professional Staff/Protective Service Workers
144	Office & Clerical/Para-professionals
0	Skilled Craft Workers
24	Service Maintenance
0	Other
767	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **767**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

9	Tenured Faculty/Official and Managers
9	Non-Tenured Faculty
10	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
10	Skilled Craft Workers
9	Service Maintenance
0	Other
62	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

N/A

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

A member of HR meets with the search committee to review hiring guidelines and RVC strategic initiative to increase diverse staff. HR also requires each individual serving on the search committee to go through a search committee training which includes diversity awareness. Once a committee has been selected HR provides the search committee with a list of self identified minority candidates. Once the search committee has determined who will be interviewed they are to provide HR with a list of who they have chosen to interview. Once the hiring process has been completed they are to report to HR the list of candidates who were not chosen and an explanation as to why.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college advertises vacancies for minorities in the Diversejobs.net, Diversifying Faculty in IL, and HigherEdJobs.com (Affirmative Action mailing).

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Carl Sandburg College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
7	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

65	Tenured Faculty/Official and Managers
188	Non-Tenured Faculty
0	Administrative Staff/Technicians
172	Professional Staff/Protective Service Workers
25	Office & Clerical/Para-professionals
0	Skilled Craft Workers
36	Service Maintenance
0	Other
486	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **486**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
4	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
4	Skilled Craft Workers
4	Service Maintenance
4	Other
31	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Carl Sandburg College has an advertising budget of \$33,000 for recruitment of applications for new and vacant positions. Reviews of all employment processes for compliance and improvement opportunities are routinely conducted. Recent enhancements to the selection process include advertisement of job opportunities on www.highereducationjobs.com and www.hotjobs.com. This change was made in order to connect with a more diverse population of potential candidates. At times Affirmative Action Emails are used to help recruit a diverse applicant pool for job search.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

There is not a specific budgetary line item for African American Employment Initiatives. All hiring situations are administered following our hiring process. Fairness and equity to all applicants is the goal. See answer to number 6.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The objective of increased employment diversity at Carl Sandburg College is strategic not compliance-oriented. As such one of the stated beliefs of the College is that the educational experience is enriched through diversity in its people, curricula and environment. To that end one of the main focal points of the College is a caring environment. Our objectives are to shape an environment that recognizes the need for diversity, create opportunities for all within the College community to interact with understanding tolerance and respect for others, and promote sensitivity to individual needs and aspirations of those throughout the College community. We work to meet these objectives through continuous review and improvement of our policies processes and practices. Carl Sandburg College Policy#2.10 Equal Employment Opportunity is maintained in order to assure that the College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in a group protected by applicable federal, state or local laws. The policy applies to all terms and conditions of employment including but not limited to hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and discipline. This policy is publicly posted on the College website and bulletin boards. Electronic documents are maintained in the College Policy Procedure and Regulation section of DocuShare on the College website. This policy is revised based on applicable law. Processes/Practices Human Resource administration attended a presentation on Disability Works grant funded by the Illinois Department of Commerce and Economic Opportunity. This initiative's mission is to increase employment opportunities for people with disabilities while meeting business workforce needs. Awareness of this resource will be beneficial in improvement of processes designed to increase employee diversity.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Fiscal year 2010 employment planning included adding a Coordinator of Transfer Service and Minority Outreach position. Position responsibilities include developing contacts and relationships with the minority community.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Sauk Valley Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
5	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

55	Tenured Faculty/Official and Managers
172	Non-Tenured Faculty
0	Administrative Staff/Technicians
69	Professional Staff/Protective Service Workers
39	Office & Clerical/Para-professionals
0	Skilled Craft Workers
23	Service Maintenance
0	Other
358	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **358**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
5	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Our FY10 recruitment of African American Employment initiatives budget is included in our total recruitment budget of \$15,000.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Our FY09 recruitment of African American Employment initiatives budget is included in our total recruitment budget of \$15,000.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

When supervisors notify Human Resources staff that vacancies have occurred in underutilized or utilized area the HR office meets with the hiring supervisor and screening committee emphasizing their obligations under the mandates of the African American Employment Plan.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

In addition to using the College's website all faculty and administration positions are advertised in multiple ways including local newspapers and websites in nearby metro areas. SVCC has recently begun utilizing Diversifying Faculty in Illinois Higher Education publications.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Shawnee Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

6	Tenured Faculty/Official and Managers
26	Non-Tenured Faculty
4	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
52	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

55	Tenured Faculty/Official and Managers
199	Non-Tenured Faculty
18	Administrative Staff/Technicians
72	Professional Staff/Protective Service Workers
33	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
0	Other
383	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **365**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

5	Tenured Faculty/Official and Managers
2	Non-Tenured Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
0	Other
13	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Responsibility is shared across departmental lines.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

Responsibility is shared across departmental lines.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college developed an affirmative action plan and a minority recruitment and retention document that was shared with administrators/staff who have a part in the college's hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minority within specific job categories at the college. A copy of the African American Employment Plan will be distributed to staff in a future HR Newsletter.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The College seeks to hire qualified personnel and provide equal access to all segments of the population. A concerted effort will be made to assure a staff composite which is reflective of our student population. Goals were developed in an attempt to set forth positive steps to increase employment opportunities for minorities within specific job categories at the college. An initial utilization analysis was completed in order to develop a plan of action. The analysis provides the basis for establishing numerical goals to correct underrepresentation in the areas identified. These goals were not rigid and inflexible quotas but were targets to be accomplished by applying all aspects of the affirmative action plan. A workforce analysis will be completed annually to formulate goals/targets to be emphasized in the employment of staff to ensure a staff composition that is reflective of our student population. The Affirmative Action/EEO officer and the Human Resource officer work closely together to monitor the college's efforts to increase minority employments.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

South Suburban College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

26	Tenured Faculty/Official and Managers
104	Non-Tenured Faculty
0	Administrative Staff/Technicians
39	Professional Staff/Protective Service Workers
33	Office & Clerical/Para-professionals
0	Skilled Craft Workers
21	Service Maintenance
0	Other
223	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

132	Tenured Faculty/Official and Managers
272	Non-Tenured Faculty
0	Administrative Staff/Technicians
112	Professional Staff/Protective Service Workers
83	Office & Clerical/Para-professionals
0	Skilled Craft Workers
32	Service Maintenance
0	Other
631	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **631**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

32	Tenured Faculty/Official and Managers
14	Non-Tenured Faculty
0	Administrative Staff/Technicians
17	Professional Staff/Protective Service Workers
12	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-14	Service Maintenance
0	Other
61	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

\$0

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college has an established Affirmative Action plan Officer and Committee along with the Board Of Trustee's Affirmative Action Policy.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Southeastern Illinois College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Official and Managers
1	Non-Tenured Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
2	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

64	Tenured Faculty/Official and Managers
113	Non-Tenured Faculty
0	Administrative Staff/Technicians
52	Professional Staff/Protective Service Workers
46	Office & Clerical/Para-professionals
0	Skilled Craft Workers
18	Service Maintenance
0	Other
293	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **293**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

\$0

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

It is the policy and practice of Southeastern Illinois College to assure that no person will be discriminated against or be denied the benefit of any activity, program or employment process in the areas of recruitment, advertising, hiring, upgrading, promotion, transfer, demotion, lay off, termination, rehiring, employment, rates of pay and/or other compensation. Southeastern Illinois College is an affirmative action/equal opportunity employer and is strongly committed to all policies which will afford equal opportunity employment to all qualified persons without regard to race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, and disabilities of all nature. (Board of Trustee Equal Opportunity policy attached) Southeastern amended its board policy in 2006 (attached) to ensure that all individuals were given equal employment opportunities. Equal Opportunity 3007 Southeastern Illinois College is committed to providing equal opportunity through its employment practices and educational programs and through the many services it provides to the community. The Board of Trustees of Community College District No. 533 will make all personnel decisions without regard to race, color, religion, sex, age, national origin, citizenship status, ancestry, marital status, parental status, pregnancy, family status, military discharge status, sexual orientation, gender identity, disability or handicap unrelated to an individual's ability to perform the essential functions of the job association with a person with a disability or handicap, military status, source of income, housing status, or any other category protected by law. Furthermore the Board of Trustees is committed to expanding equality of employment opportunity. The Board of Trustees will develop and maintain educational programs and services that are sensitive to the emerging needs of members of minority groups and women. And finally the Board of Trustees will initiate programs that will increase on the part of all personnel sensitivity to the interests and needs of those who have historically been discriminated against.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Southeastern Illinois College's recruitment practices are to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Budgetary considerations at this time have prohibited the institution from advertising in exclusive Hispanic advertising media but a plan of action will be established to develop strong relationships with leading organizations that share Southeastern's commitment to increase Latino representation of faculty and staff within our institution.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Southwestern Illinois College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Official and Managers
47	Non-Tenured Faculty
11	Administrative Staff/Technicians
86	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
0	Other
166	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

150	Tenured Faculty/Official and Managers
917	Non-Tenured Faculty
105	Administrative Staff/Technicians
638	Professional Staff/Protective Service Workers
58	Office & Clerical/Para-professionals
0	Skilled Craft Workers
122	Service Maintenance
0	Other
1,990	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,885**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

25	Tenured Faculty/Official and Managers
135	Non-Tenured Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
10	Service Maintenance
0	Other
183	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

Yes we budget \$9,000 for advertisements targeted to the African-American community. We do not have a budget for Bilingual Initiatives.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$9,000

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

College officials conduct periodic workshops on EEO for hiring managers and prepare quarterly demographic reports on our EEO status.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

During the hiring process we provide hiring managers with a count of the minority applicants and we extend the search when the number is insufficient.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Spoon River College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
1	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
2	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

45	Tenured Faculty/Official and Managers
14	Non-Tenured Faculty
73	Administrative Staff/Technicians
48	Professional Staff/Protective Service Workers
32	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
0	Other
218	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **218**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

2	Tenured Faculty/Official and Managers
4	Non-Tenured Faculty
3	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
4	Service Maintenance
0	Other
21	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college has expanded advertising of vacancies to web advertising to attract a more diverse applicant pool.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

The college has expanded advertising of vacancies to web advertising to attract more diverse applicants.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Triton College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Official and Managers
68	Non-Tenured Faculty
0	Administrative Staff/Technicians
19	Professional Staff/Protective Service Workers
75	Office & Clerical/Para-professionals
0	Skilled Craft Workers
16	Service Maintenance
0	Other
193	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

163	Tenured Faculty/Official and Managers
724	Non-Tenured Faculty
0	Administrative Staff/Technicians
71	Professional Staff/Protective Service Workers
387	Office & Clerical/Para-professionals
0	Skilled Craft Workers
119	Service Maintenance
0	Other
1,464	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,464**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

15	Tenured Faculty/Official and Managers
15	Non-Tenured Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
0	Other
52	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

No budget allocations have been set aside for this purpose.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

General recruiting budget includes funds for minority recruiting.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The college continues to follow action programs and policies contained in our Affirmative Action Plan.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

Recruiting and retaining African American faculty and staff is important to having a diverse and welcoming campus climate.
Members of all protected classes are treated with the same high level of attention in the implementation of Triton College policies.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

Waubonsee Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Official and Managers
23	Non-Tenured Faculty
0	Administrative Staff/Technicians
33	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
0	Other
65	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

0	Tenured Faculty/Official and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Other
0	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

78	Tenured Faculty/Official and Managers
742	Non-Tenured Faculty
0	Administrative Staff/Technicians
392	Professional Staff/Protective Service Workers
159	Office & Clerical/Para-professionals
0	Skilled Craft Workers
69	Service Maintenance
0	Other
1,440	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **1,440**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

3	Tenured Faculty/Official and Managers
3	Non-Tenured Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
0	Other
10	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

General recruiting budget includes funds for minority recruiting.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

General recruiting budget includes funds for minority recruiting.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

The College provides Interview training and Diversity training.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

DiverseIssuesinHigherEd.com; MinorityNurse.com; HigherEdJobs.com (Affirmative Action emails); Careerbuilder.com; Affirmative Action Plan

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2010**

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

John Wood Community College

1. As of June 30, 2010, provide the number of **African Americans employed** within each of the following EEOC categories:

<u>0</u>	Tenured Faculty/Official and Managers
<u>2</u>	Non-Tenured Faculty
<u>0</u>	Administrative Staff/Technicians
<u>2</u>	Professional Staff/Protective Service Workers
<u>1</u>	Office & Clerical/Para-professionals
<u>0</u>	Skilled Craft Workers
<u>3</u>	Service Maintenance
<u>0</u>	Other
<u>8</u>	Total

2. If applicable, as of June 30, 2010, provide the number of employees in **Spanish-speaking option positions** who receive bilingual pay employed within each of the following categories:

<u>0</u>	Tenured Faculty/Official and Managers
<u>0</u>	Non-Tenured Faculty
<u>0</u>	Administrative Staff/Technicians
<u>0</u>	Professional Staff/Protective Service Workers
<u>0</u>	Office & Clerical/Para-professionals
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service Maintenance
<u>0</u>	Other
<u>0</u>	Total

3. As of June 30, 2010, provide the number of **funded positions** within each of the following EEOC categories:

<u>88</u>	Tenured Faculty/Official and Managers
<u>211</u>	Non-Tenured Faculty
<u>0</u>	Administrative Staff/Technicians
<u>41</u>	Professional Staff/Protective Service Workers
<u>71</u>	Office & Clerical/Para-professionals
<u>0</u>	Skilled Craft Workers
<u>15</u>	Service Maintenance
<u>0</u>	Other
<u>426</u>	Total

4. As of June 30, 2010, provide total number of **Institution employees** on board; include full-time, part-time and LOA's: **426**

5. As of June 30, 2010, provide the **underutilization** for **African Americans** by category:

<u>4</u>	Tenured Faculty/Official and Managers
<u>4</u>	Non-Tenured Faculty
<u>0</u>	Administrative Staff/Technicians
<u>-1</u>	Professional Staff/Protective Service Workers
<u>3</u>	Office & Clerical/Para-professionals
<u>0</u>	Skilled Craft Workers
<u>-16</u>	Service Maintenance
<u>0</u>	Other
<u>-6</u>	Total

6. Does your Institution provide budget allocations for recruitment of **African American** faculty or any Employment Initiatives? Additionally, has your Institution established a budget for Bilingual (Spanish-speaking option) Initiatives? If yes, provide FY 10 budget allocation for these Initiatives:

JWCC does not provide specific budget allocations for recruitment of African American faculty or any Employment Initiatives. A budget has not been established for Bilingual Initiatives for FY10.

7. Provide FY09 budget allocation for above **African American** Employment Initiatives:

\$0

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the **African American** Employment Plan?

Voluntary EEO forms are mailed to each applicant. For those who return the form and indicate that he or she is in a protected class, the Human Resources representatives require specific reasons as to why the applicant was not selected for interview or if selected for an interview why the candidate was not offered the position. Human Resources require a self-assessment quiz on EEO hiring procedures to be taken by every member on the search committee. Search committees are balanced as much as possible in regards to age, race, and gender.

List Institution activities undertaken in implementing the State African American Employment Plan:

- 9a. **African American** employment strategies (recruitment, internships, community linkages, development of a African American Faculty and Staff Employment Recruitment Plan):

N/A

BIBLIOGRAPHY

- Illinois Community College Board. (2011). *Underrepresented Groups Report*. Studies & Reports. Springfield, IL: Illinois Community College Board. <http://www.iccb.org/reports.access.html>.
- 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. (1988). 85th Illinois General Assembly. Springfield, IL: 85th Illinois General Assembly. <http://www.ilga.gov/previousga.asp?GA=85>
- Levester, Chris. (2009). Male Call: Black Male Teachers are a Missing Ingredient. *Black Voices News*. Riverside, CA: Brown Publishing Company. <http://www.blackvoicenews.com/news/43476-male-call-black-male-teachers-are-a-missing-ingredient.html>
- North Carolina State University. (2011). Our Definition of Diversity. Raleigh, NC: Author. <http://www.ncsu.edu/diversity/benefits/>
- State of Illinois. (2011). African American Employment Plan Advisory Council. Springfield, IL: State of Illinois. <http://appointments.illinois.gov/appointmentsDetail.cfm?id=387>
- State of Illinois. (2011). *Illinois African American Employment Plan*. Springfield, IL: Author. <http://www.state.il.us/cms/download/pdfs/AfricanAmericanPlan2011.pdf>
- US Census. (2011). Race, Hispanic or Latino, Age, and Housing Occupancy: 2010 for Illinois. *2010 Census*. Washington D.C: Author. http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_PL_QTPL&prodType=table
- US Census. (2011). Census 2000 Demographic Profile Highlights for Illinois. Washington D.C: Author. http://factfinder.census.gov/servlet/SAFFacts?_event=&geo_id=04000US17&geoContext=01000US%7C04000US17&street=&county=&cityTown=&state=04000US17&zip=&lang=en&sse=on&ActiveGeoDiv=&useEV=&pctxt=fph&pgsl=040&submenuId=factsheet_1&ds_name=A_CS_2008_3YR_SAFF&ci_nbr=null&qtr_name=null®=&keyword=&industry=
- Williams, Clarence G. (2011, 1994). Role Models and Mentors for Young Black Administrators, Faculty and Students at Predominantly White Campuses. *Diversity Web*. Washington, DC: Association of American Colleges and Universities. http://www.diversityweb.org/diversity_innovations/student_development/recruitment_retention_mentoring/role_models_mentors.cfm