

ILLINOIS COMMUNITY COLLEGE SYSTEM

AFRICAN AMERICAN

EMPLOYMENT PLAN REPORT



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African American Employment Plan Report Fiscal Year 2011

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INTRODUCTION

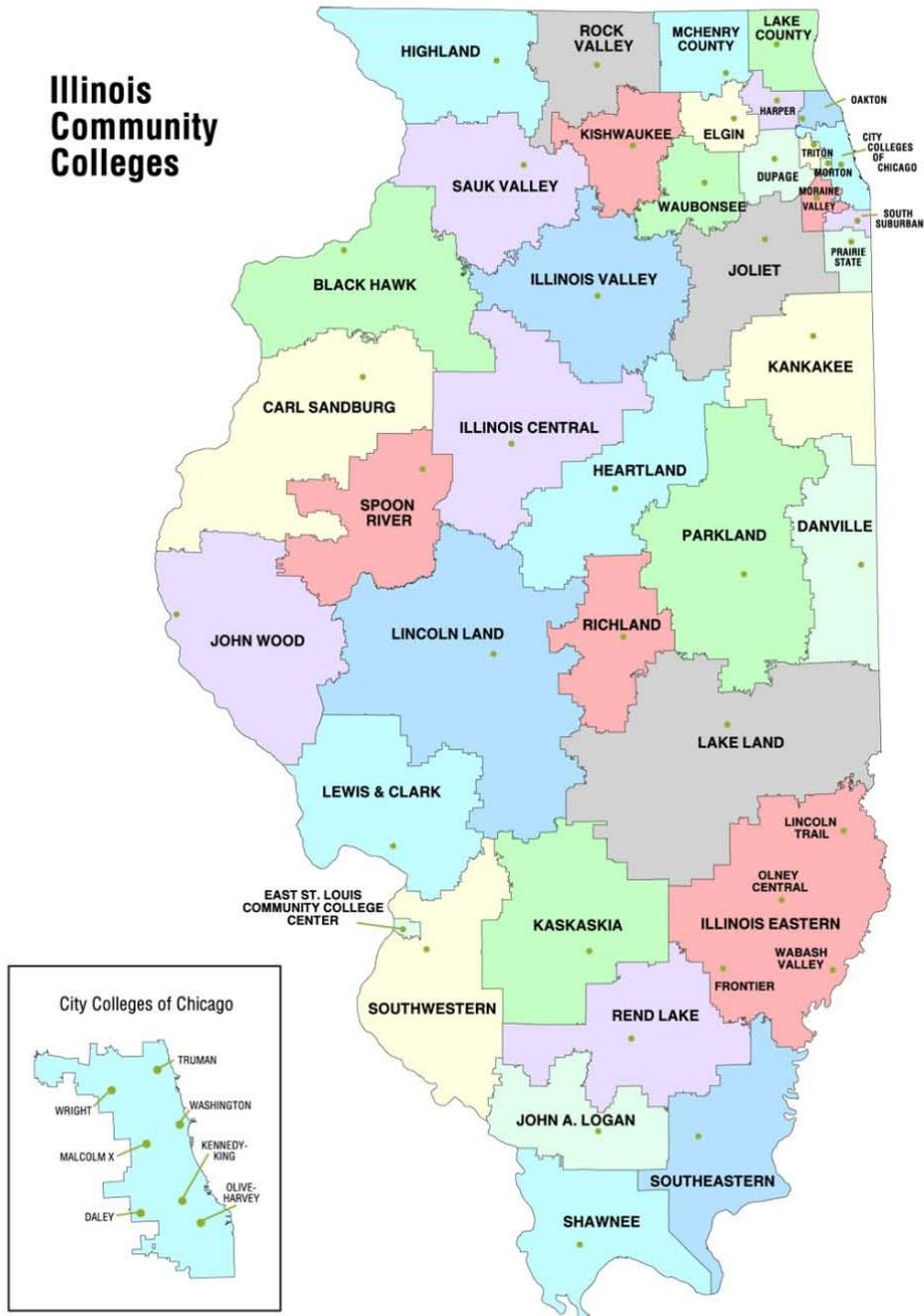
The enclosed materials contain fiscal year 2011 (July 1, 2010 through June 30, 2011) responses from Illinois' public Community College System to the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>). The legislation 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.

Fiscal year 2011 is the second year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 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

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 Index of Need, Table 1). 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 Index of Need, Table 1).

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 2.2 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 2,025,732 in 2010 (<http://factfinder.census.gov/home/saff/main.html?lang=en>, Select Illinois from menu; and Index of Need, Table 1).

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

*Includes Pacific Islander

SOURCE OF DATA: U. S. Census Bureau, 2000; Index of Need, Table 1.

Racial/Ethnic Distribution Community College System Credit Programs –

Overall in fiscal year 2011, minority students accounted for over one-third (38.4 percent) of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. FY 2011 data show that minority representation was similar to the prior year (FY 2010 = 37.0 percent). FY 2011 results are above the five-year average (36.4 percent). Students identifying themselves as Latino – 112,628 in FY 2011 – accounted for the largest number of minority enrollments this year and have every year since FY 2000. African-American students – currently 112,136 – constitute the second largest minority group in the latest data. The FY 2011 proportionate representation by Latino students was slightly higher than the prior year (16.4 percent in FY 2011 versus 16.1 percent in FY 2010). African-American student representation was also higher than the previous year

Students identifying themselves as Latino – 112,628 in FY 2011 – accounted for the largest number of minority enrollments in the Illinois Community College System this year and have every year since FY 2000.

(16.3 percent in FY 2011 versus 15.6 percent in FY 2010). Longer term – over the past five years – the Illinois Community College System’s enrollments have increased across most racial/ethnic groups. Non-Resident Alien (-37.1 percent) was the only minority group with a decrease compared to FY 2007.

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 (69.1 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2011, African-American students accounted for one-third (33.2 percent) of the adult education enrollments. The latest figures show that Latino students accounted for one-third (33.6 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 2011. Latino students accounted for over two-thirds (68.8 percent) of the community college ESL students.

Table 2							
Fiscal Year 2011 Minority Students Enrolled in Adult Education (ABE/ASE) and English-as-a-Second Language (ESL)							
Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
ABE/ASE %	33.2%	33.6%	1.7%	0.0%	0.5%	0.1%	69.1%
Number	14,457	14,647	748	17	207	55	30,131
ESL %	3.6%	68.8%	9.3%	0.4%	0.1%	0.1%	82.3%
Number	1,791	34,342	4,623	179	64	73	41,072

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 2011, minorities comprised three out of every ten (29.3 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 (13.3 percent), followed by Latino students (10.1 percent), Asian students (4.6 percent), Native American students (0.4 percent), Nonresident Alien students (0.4 percent), and Pacific Islander students (0.4 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 (29.0 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 (9.5 percent), followed by Asian students (3.8 percent), Native American students (0.4 percent), Pacific Islander students (0.3 percent), and Nonresident Alien students (0.2 percent).

Table 3							
Fiscal Year 2011 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	13.3%	10.1%	4.6%	0.4%	0.4%	0.4%	29.3%
Number	38,011	28,893	13,182	1,177	1,100	1,110	83,473
Career/Tech. %	14.7%	9.5%	3.8%	0.2%	0.4%	0.3%	29.0%
Number	29,279	19,004	7,638	335	891	654	57,801

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 2011. 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 2011.

During fiscal year 2011, three times as many Minorities completed Career/ Technical programs as completed Baccalaureate/ Transfer programs.

Across all Minority groups in 2011, Career/Technical program graduates far outnumbered Baccalaureate/ Transfer program graduates. Table 4 shows that during fiscal year 2011, three times as many Minorities completed Career/Technical programs (N = 13,352) as completed Baccalaureate/Transfer programs (N = 3,987). Minority students accounted for 31.0 percent of all Career/Technical graduates, compared to 23.8 percent of Baccalaureate/Transfer graduates. Fewer than 20 percent of Career/Technical program completers were African-American (15.1 percent), followed by Latino (9.9 percent), Asian (5.1 percent), Native American (0.4 percent), Pacific Islander (0.4 percent), and Nonresident Alien (0.2 percent). African-American students represented a much smaller proportion of the Baccalaureate/Transfer graduates (9.1 percent). Latino students accounted for the largest group of Baccalaureate/Transfer Minority graduates (10.1 percent), followed by African-American students (9.1 percent), Asian students (3.6 percent), Native American students (0.4 percent), Nonresident Alien students (0.4 percent), and Pacific Islander students (0.2 percent).

Table 4							
Fiscal Year 2011 Minority Student Completers in Baccalaureate Transfer and Career and Technical Programs							
Program	African American	Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	9.1%	10.1%	3.6%	0.4%	0.4%	0.2%	23.8%
Number	1,521	1,695	597	64	70	40	3,987
Career/Tech. %	15.1%	9.9%	5.1%	0.2%	0.4%	0.4%	31.0%
Number	6,489	4,258	2,196	79	162	168	13,352

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 5 shows that in fiscal year 2011, Minority faculty accounted for 14.0 percent of tenured faculty/official and managers, 12.4 percent of non-tenured faculty, 21.3 percent of professional staff/protective service workers, 25.5 percent of office and clerical/para-professionals, and 27.4 percent of service maintenance employees.

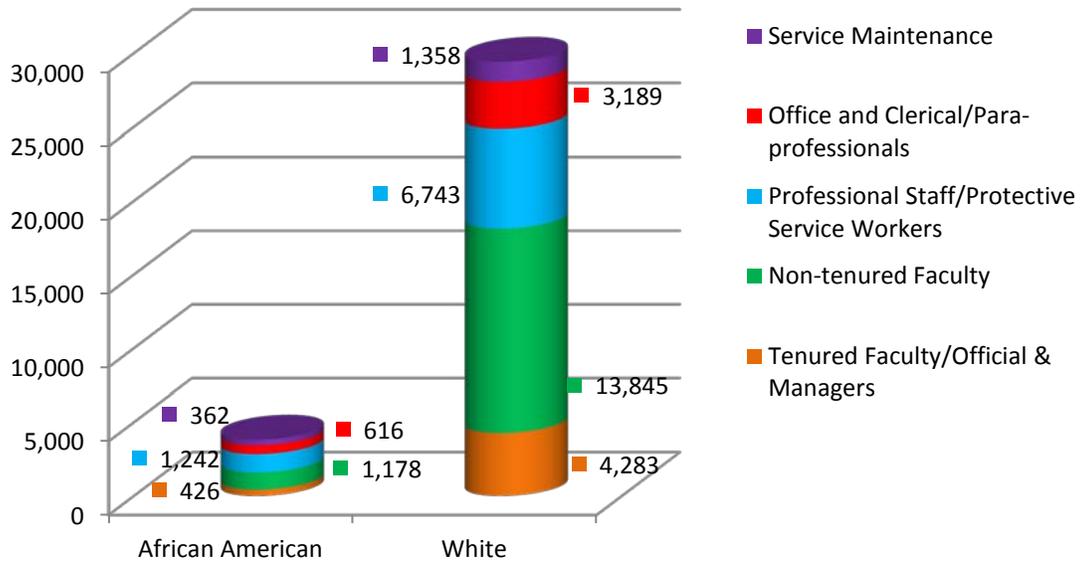
In fiscal year 2011, Minority faculty accounted for 14.0 percent of tenured faculty/officials and managers, 12.4 percent of non-tenured faculty, 21.3 percent of professional staff/protective service workers, 25.5 percent of office and clerical/para-professionals, and 27.4 percent of service maintenance employees.

	Tenured Faculty/ Officials & Managers	Non- tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para-professionals	Service Maintenance	Other
African American %	7.7%	6.3%	12.9%	13.2%	13.5%	4.8%
Number	426*	1,178*	1,242	616	362	1
Latino %	3.0%	2.8%	5.2%	9.2%	12.3%	4.8%
Number	168	515*	502*	431*	331	1
Asian %	2.8%	3.0%	2.7%	2.5%	1.0%	0.0%
Number	158*	552	256	115	27	0
Native American %	0.3%	0.3%	0.4%	0.4%	0.4%	0.0%
Number	18	47*	40	20	11	0
Non-Resident Alien %	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%
Number	3	18	3	0	1	0
Pacific Islander %	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
Number	3	18	12	5	4	0
Minority Subtotal %	14.0%	12.4%	21.3%	25.5%	27.4%	9.5%
Number	776*	2,328*	2,055	1,187	736	2

*includes revised college figures

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 2011



*includes revised college figures

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

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 2011**

Black Hawk College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

9	Tenured Faculty/Executive/Administrative
13	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
40	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

163	Tenured Faculty/Executive/Administrative
329	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
131	Professional Staff/Protective Service Workers
108	Office & Clerical/Para-professionals
0	Skilled Craft Workers
46	Service Maintenance
777	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 737

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
16	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

7	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Hiring Committee training, Affirmative Action Plan

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Continue current recruitment activities

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

No

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring Committee training

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Richard J. Daley College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

18	Tenured Faculty/Executive/Administrative
32	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
48	Professional Staff/Protective Service Workers
21	Office & Clerical/Para-professionals
0	Skilled Craft Workers
15	Service Maintenance
134	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

88	Tenured Faculty/Executive/Administrative
240	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
170	Professional Staff/Protective Service Workers
103	Office & Clerical/Para-professionals
0	Skilled Craft Workers
129	Service Maintenance
730	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 596

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Support system for ALL Faculty.

Self-development training: N

Support system for ALL Faculty.

Other: N

Support system for ALL Faculty.

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										2,850,498	African Am
994,867	34.9%	Hispanic	804,165	28.2%						Daley	
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%	
			Harold Washington	906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%				Kennedy-King	876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X			
847	Total	African Am		563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
			Olive-Harvey	565	Total	African Am	452	80.0%	45.1%	Hispanic	
9.7%	-18.5%				Truman	1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright			1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%				

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Kennedy-King College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
14	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
31	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

80	Tenured Faculty/Executive/Administrative
238	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
200	Professional Staff/Protective Service Workers
106	Office & Clerical/Para-professionals
0	Skilled Craft Workers
169	Service Maintenance
793	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 762

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey		565	Total	African Am	452	80.0%	45.1%	Hispanic	55	
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright		1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Malcolm X College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

29	Tenured Faculty/Executive/Administrative
48	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
70	Professional Staff/Protective Service Workers
39	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
215	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

80	Tenured Faculty/Executive/Administrative
252	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
177	Professional Staff/Protective Service Workers
75	Office & Clerical/Para-professionals
0	Skilled Craft Workers
97	Service Maintenance
681	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 466

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
3	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey		565	Total	African Am	452	80.0%	45.1%	Hispanic	55	
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright		1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Olive-Harvey College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

23	Tenured Faculty/Executive/Administrative
37	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
67	Professional Staff/Protective Service Workers
45	Office & Clerical/Para-professionals
0	Skilled Craft Workers
37	Service Maintenance
209	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

62	Tenured Faculty/Executive/Administrative
133	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
120	Professional Staff/Protective Service Workers
74	Office & Clerical/Para-professionals
0	Skilled Craft Workers
107	Service Maintenance
496	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 287

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
2	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey		565	Total	African Am	452	80.0%	45.1%	Hispanic	55	
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright		1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Harry S Truman College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Executive/Administrative
27	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
48	Professional Staff/Protective Service Workers
30	Office & Clerical/Para-professionals
0	Skilled Craft Workers
22	Service Maintenance
142	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

140	Tenured Faculty/Executive/Administrative
377	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
195	Professional Staff/Protective Service Workers
131	Office & Clerical/Para-professionals
0	Skilled Craft Workers
99	Service Maintenance
942	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 800

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey		565	Total	African Am	452	80.0%	45.1%	Hispanic	55	
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright		1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Harold Washington College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

19	Tenured Faculty/Executive/Administrative
19	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
41	Professional Staff/Protective Service Workers
56	Office & Clerical/Para-professionals
0	Skilled Craft Workers
22	Service Maintenance
157	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

112	Tenured Faculty/Executive/Administrative
268	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
191	Professional Staff/Protective Service Workers
110	Office & Clerical/Para-professionals
0	Skilled Craft Workers
84	Service Maintenance
765	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 608

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey		565	Total	African Am	452	80.0%	45.1%	Hispanic	55	
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright		1079	Total	
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**City Colleges of Chicago
Wilbur Wright College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

19	Tenured Faculty/Executive/Administrative
33	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
20	Professional Staff/Protective Service Workers
21	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
100	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

134	Tenured Faculty/Executive/Administrative
372	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
144	Professional Staff/Protective Service Workers
119	Office & Clerical/Para-professionals
0	Skilled Craft Workers
103	Service Maintenance
872	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 772

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

None

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts a faculty career diversity job fair twice a year to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has

been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Explore the creation of partnership/ internship programs with universities/colleges offering graduate students in administrative and higher education programs internship opportunities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All faculty and staff at the City Colleges of Chicago are encouraged to apply for promotions. City Colleges of Chicago is developing a performance management department by Fall 2012, which will assist employees in meeting their current job requirements by providing training and other resources, and implement employee awards and recognition programs. The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including participation in diversity career fairs in Chicago, Illinois. Specifically, the City Colleges of Chicago advertises vacancies in publications with strong ties to African American community. In addition, the City Colleges of Chicago hosts faculty career diversity job fairs to attract and recruit qualified African American faculty and administrative staff. College Human Resources Administrators also are responsible for monitoring in the interviewing and hiring process to ensure compliance with all equal opportunity laws and regulations. The Human Resources Department offers and provides lawful interviewing skills training to hiring managers. Finally, the City Colleges of Chicago strictly enforces its EEO Policy, which prohibits unlawful discrimination on the basis of race, national origin, any other legally protected category. The EEO Office investigates complaints made by applicants or employees who believe that he/she has been subjected to discriminatory conduct with respect to the recruitment, hiring or interview process, as well as terms and conditions of employment, and continued employment.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

Q4. College Under/Over Utilization as of 6/30/2011. Chicago Area										
2,850,498					African Am					
994,867	34.9%	Hispanic	804,165	28.2%	Daley					
785	Total	Utilization	African Am	246	31.3%	-3.6%	Hispanic	228	29.0%	0.8%
Harold Washington			906	Total	African Am	362	40.0%	5.1%		
Hispanic	115	12.7%	-15.5%	Kennedy-King			876	Total	African	
Am	698	79.7%	44.8%	Hispanic	54	6.2%	-22.0%	Malcolm X		
847	Total	African Am	563	66.5%	31.6%	Hispanic	117	13.8%	-14.4%	
Olive-Harvey			565	Total	African Am	452	80.0%	45.1%	Hispanic	55
9.7%	-18.5%	Truman			1033	Total	African Am	274		
26.5%	-8.4%	Hispanic	174	16.8%	-11.4%	Wright			1079	Total
African Am	207	19.2%	-15.7%	Hispanic	211	19.6%	-8.7%			

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Danville Area Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Executive/Administrative
10	Non-Tenured Faculty/Adjunct Faculty
5	Administrative Staff/Technicians
34	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
57	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

83	Tenured Faculty/Executive/Administrative
123	Non-Tenured Faculty/Adjunct Faculty
4	Administrative Staff/Technicians
217	Professional Staff/Protective Service Workers
41	Office & Clerical/Para-professionals
0	Skilled Craft Workers
17	Service Maintenance
485	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 428

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
1	Skilled Craft Workers
0	Service Maintenance
1	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

n/a

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Administrative staff recommend candidates on the basis of acceptability. Strengths and weaknesses of acceptable candidates are reviewed with the President by the appropriate Dean. The diversity of the entire campus is considered when offers of employment are given.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

To continue with our current recruiting process, which includes recruiting to African American agencies.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

As part of the Achieving the Dream initiative student groups have been formed to focus on the success of African American students. These are male and female groups.

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Administrative staff recommend candidates on the basis of acceptability. Strengths and weaknesses of acceptable candidates are reviewed with the President by the appropriate Dean. The diversity of the entire campus is considered when offers of employment are given.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

College Of DuPage

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

9	Tenured Faculty/Executive/Administrative
34	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
19	Professional Staff/Protective Service Workers
12	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
79	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

301	Tenured Faculty/Executive/Administrative
1399	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
366	Professional Staff/Protective Service Workers
329	Office & Clerical/Para-professionals
0	Skilled Craft Workers
92	Service Maintenance
2487	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 2408

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-2	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
-7	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

8	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

We don't have a specific budget allocation for African American employment but we do have budget for overall diversity initiatives targeted to recruit diverse candidates. For fy 11 it is 100k

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Our institution has an expansive Affirmative Action plan that includes goals and action plans targeting minority hiring which also includes targeting African American candidates.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Our institution has an expansive Affirmative Action plan that also includes employment strategies for all minority groups including African American groups. These strategies include targeted advertisement in African American publications and diversity job fair attendance.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Our institution partners with schools and communities to help meet the increasing numbers and need of African students and public.

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

Employees with career ladder enhancement: Y

We train our Search Committees on Diversity in order to educate them on diversity hiring. This also applies to internal promotional opportunities.

Self-development training: Y

Our institution has a Professional Development Program that encourages employees to take advantage of self development training.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Our institution provides supervisory training on a quarterly basis to supervisors educating them on this process. We also have specific procedures on this process and the Affirmative Action Plan.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

We have our Affirmative Action Plan that has goals to hire African Americans in each of the EEO categories. This year, we have goals to hire African Americans in two of those categories.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Elgin Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Executive/Administrative
20	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
32	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
82	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

225	Tenured Faculty/Executive/Administrative
494	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
269	Professional Staff/Protective Service Workers
142	Office & Clerical/Para-professionals
0	Skilled Craft Workers
96	Service Maintenance
1226	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1144

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
12	Professional Staff/Protective Service Workers
10	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
25	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

14	Total that received tenure
0	Total that did not receive tenure
2	Total African American faculty that received tenure
0	Total African American that did not receive tenure

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

7	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of 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 African American Initiatives.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:
- Internships: N
 - Community Linkages: N
 - Mentorship of a new African American Faculty: N
 - Staff Employment Recruitment Plan: N
 - Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

ECC is committed to student success. In achieving the goal of student success the college has evolved AtD and other cultural competency programs.

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

Self-development training: Y

All employees have access to a self-training program through Mindleaders.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The hiring processes are monitored through HR and search committees.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Employee Surveys, Cultural Competence, Focus Groups, Training and Development, Strategic Planning

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

William Rainey Harper College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Executive/Administrative
4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
16	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

271	Tenured Faculty/Executive/Administrative
797	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
325	Professional Staff/Protective Service Workers
194	Office & Clerical/Para-professionals
0	Skilled Craft Workers
96	Service Maintenance
1683	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1667

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-1	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
-9	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

15	Total that received tenure
2	Total that did not receive tenure
0	Total African American faculty that received tenure
0	Total African American that did not receive tenure

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Harper College allocated \$3,927 or 2.7% of its FY11 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. In addition, \$5,540.81 or 3.8% of its FY11 budget was targeted for recruiting multiple diverse populations, including African-American, that are considered underrepresented in the academic workforce.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

* Develop a multi-year plan targeting the recruitment and hiring of African-American Faculty and Staff. * Identify African-American specific advertising venues such as Journal of Blacks in Higher Education as well as networking with Historic Black Colleges.* Participate in diversity specific conferences such as NCORE (National Conference on Race and Ethnicity) and the IMDiversity.com conference. * Develop and mandate training classes for all faculty search committee members to educate interviewers on diversity issues and legal compliance in the hiring process. * Develop or up-date institutional Diversity Plan. * Re-design Web-site to create a more welcoming environment and to encourage individuals from under-represented groups to apply.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The Diversity Committee is part of the College's Corporate Governance structure. The College has an Associate Dean of Multicultural Learning responsible for staff development activities regarding multicultural issues. A mentoring program called the Diverse Relationships Engaged in Affirming Multiculturalism: (DREAM) Affinity Group has been established to mentor diverse second year faculty. The Group's goals are to facilitate the recruitment, professional development, and retention of a diverse workforce through programs that support workforce, diversity, and the college's core values. This year there were several mentees and several active faculty/deans mentors. African-American faculty and staff employees are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line courses and workshops are available for faculty to develop skills for supporting African-American. The Center for Multiculturalism has established a Multicultural Faculty Fellows Program which provides Faculty training incorporating diversity modules and approaches into their curricula. All graduate courses purchased or acquired for faculty professional development that are provided by Harper College have a multiculturalism dimension. The REACH Summer Bridge Program targets underrepresented students for college preparation.

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

Employees with career ladder enhancement: N

Self-development training: Y

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

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.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Heartland Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
13	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
16	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
37	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

137	Tenured Faculty/Executive/Administrative
317	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
324	Professional Staff/Protective Service Workers
74	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
863	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 826

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-4	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-7	Service Maintenance
-18	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

The College provides a budget allocation for employee recruitment advertising. The FY 11 budget for employee recruitment advertising was \$68,280, of which 2.2% was spent on advertising in publications oriented to individuals of African American background.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College has comprehensive Hiring Guidelines and employees involved in hiring, interviewing, recruitment, and EEO receive training regarding the Hiring Guidelines.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Ensure that information regarding employment opportunities at the College is reaching qualified, African American populations and those with ties to these populations.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: Y

The College is working to develop relationships with affinity groups at local employers in addition to reaching out to community organizations with ties to African American populations.

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The College is developing a comprehensive Guided Path to Success initiative that will assist all students, including African American students, in meeting their educational goals. The College is partnering with local K-12 school districts to ensure that students receive the preparation and support necessary to be successful at the College level.

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

Employees with career ladder enhancement: N

Self-development training: Y

Employees have access to a wide variety of professional development opportunities, including: *seminars, workshops, training*webinars conferences*professional journals and books*association/professional memberships*sabbaticals*tuition support

Other: Y

The College provides a comprehensive Leadership Institute, for which employees, including African American employees, are eligible for selection.

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

N/A

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Highland Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
21	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

67	Tenured Faculty/Executive/Administrative
183	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
82	Professional Staff/Protective Service Workers
53	Office & Clerical/Para-professionals
0	Skilled Craft Workers
31	Service Maintenance
416	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 395

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-2	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
3	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Highland allocates money for the specific recruitment of minorities for our faculty and administrative positions. In FY11 we had a \$10,000 advertising budget for four faculty/administrative position openings. Of that 13.5% was used toward specific recruitment of minority applicants. Diverse advertising accounted for 5% of our total advertising budget overall.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

HR staff is directed to review Highland's Affirmative Action Plan to include information specific to the African American Employment Plan.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

We have begun using Diversejobs.com - associated with Diverse magazine and have added the Affirmative Action email blast add on to our regular Higheredjobs.com postings. The email is sent to 206,794 job seekers who have asked to receive job listings from employers actively recruiting candidates in accordance with affirmative action or diversity plans. Highland is now an active participant in the Diverse Recruiters group which gives community colleges in Northern Illinois the opportunity to get together and discuss/plan diverse initiatives and learn best practices at other colleges. One advantage to this relationship allows Highland to share resources with larger community colleges. A couple initiatives that we are exploring with the group include using virtual job fairs and sending other community colleges in northern Illinois, who have larger African American student/employee populations, job postings for administrative and tenure track faculty positions. Highland has made a commitment to participate in diversity job fairs as a way to increase the number of African American job applicants for Highland positions, as budget allows.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Through Highland's five-year Strategic Plan, Highland has been focusing on developing vigorous transitional student retention programs. One of the initiatives that we have piloted and will continue to build upon in the future are "Bridge" programs for math, reading and English (with the goal to upgrade students' comprehension in math, reading and English composition so they can retake placement tests and test out of developmental courses). While the Bridge programs and other transitional retention programs are not targeted specifically for African American students, they would address a need for African American students. In a focus group interview conducted in fall 2009, HCC African American male students reported that they were reluctant to seek academic assistance from college staff members. In addition, our athletic director reported that many student-athletes of color have had difficulty making the adjustment to college life. As a result, the College decided to establish a faculty and staff driven mentoring program aimed at improving the retention and completion of Highland's African-American male students. Ultimately, we hoped to enhance student learning and adjustment to the College. The mentoring program was launched in fall 2010 and the Track 2 strategy discussed below was launched in spring 2011. The goals for Track 2 included improvement in GPA, retention of the students, increasing involvement in extracurricular clubs and organizations, advancement in the developmental course sequence, and increasing the number of course enrollees who utilized tutoring services. We offer two development tracks. One track focuses on addressing academic challenges, and is essentially a Freshman Year Experience course for African American males. Track 2 aims at helping male students of color adjust to college life, with much guidance supplied by Covey's Seven Habits of Highly Successful People. In addition, the College has established a student driven Peer Mentoring Program to aid in the

adjustment and retention of male African American student athletes. The program is currently in its first year. The College plans to open up the Peer Mentoring Program to other groups of students in the future.

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College's Human Resources Department, Affirmative Action Officer and the College's Equal Opportunity/Affirmative Action Committee are dedicated to a recruitment and selection process that ensures nondiscrimination, provides equal access and opportunity for all, and complies with all State and Federal regulations. A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview and selection of position candidates. The EE/AA Committee members have received training on College policies and State and Federal regulations in relation to the hiring process. The EE/AA Committee members purpose on search committees is to: - assure no illegal inquiries are made of the candidate; - ensure that policies and procedures are followed; - that candidates are not subject to inappropriate treatment, questions, etc.; and - ensure that no one is eliminated from the search for reasons other than not meeting the selection criteria (minimum requirements), not meeting the application deadlines, or not following the guidelines for applying The EE/AA representative is also to ensure that selection criteria does not create artificial barriers to employment for under-represented groups and to ensure each step of the process that candidates from under-represented groups are not excluded from consideration for inappropriate reasons. The HR staff member that oversees the hiring process reviews applicant pools for minority composition and reviews applications selected for interview to consider whether qualified minority applicants are being left out. Prior to scheduling interviews and again before an offer of employment is made, the HR staff member will talk with the Search Committee Chair to discuss the qualifications for those selected to ensure that the best qualified are selected. Search committee members are required to keep documentation which explains how each applicant matched up to the qualifications that are needed to be successful in the position.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Illinois Central College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

11	Tenured Faculty/Executive/Administrative
27	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
74	Professional Staff/Protective Service Workers
16	Office & Clerical/Para-professionals
1	Skilled Craft Workers
18	Service Maintenance
147	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

196	Tenured Faculty/Executive/Administrative
632	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
633	Professional Staff/Protective Service Workers
185	Office & Clerical/Para-professionals
0	Skilled Craft Workers
178	Service Maintenance
1824	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1677

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Approximately \$20,000 was set aside in FY11 for minority employee recruitment.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

We are reaching out to African American communities, both locally, and nationally in an attempt to attract qualified African American faculty. We are using advertising, social networks, professional networks, and recruitment fairs. We will create formal marketing materials to further assist these efforts. Adjustments are being made to the hiring process to assist us in improvement. Goals are under development.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Yes, there is a well coordinated effort for the recruitment and retention of African American students. This effort is led by the Executive Director of Diversity and Diversity Department. We have an Admissions Representative - Minority Student Focus; a Diversity Retention Coordinator; and a focused strategy for African American student success.

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

Employees with career ladder enhancement: N

Self-development training: Y

Opportunities exist for self-development through the Teaching & Learning Center and the Professional Development Institute.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Communication and guidance for managers via Strategic Forum and workshops.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**Illinois Eastern Community Colleges
Frontier Community College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

16	Tenured Faculty/Executive/Administrative
220	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
33	Professional Staff/Protective Service Workers
11	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
285	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 285

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

no

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

guidance & review w/our legal counsel

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

na

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

na

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

na

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

Employees with career ladder enhancement: N

na

Self-development training: N

na

Other: N

na

Other: N

na

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Training from the HR Dept

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

na

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**Illinois Eastern Community Colleges
Lincoln Trail College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

27	Tenured Faculty/Executive/Administrative
69	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
50	Professional Staff/Protective Service Workers
17	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
171	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 170

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

N/A

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

N/A

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

N/A

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

N/A

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

N/A

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**Illinois Eastern Community Colleges
Olney Central College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

51	Tenured Faculty/Executive/Administrative
82	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
68	Professional Staff/Protective Service Workers
16	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
226	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 225

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

N/A

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

N/A

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

N/A

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

N/A

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

N/A

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**Illinois Eastern Community Colleges
Wabash Valley College**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

47	Tenured Faculty/Executive/Administrative
98	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
44	Professional Staff/Protective Service Workers
23	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
224	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 223

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

NA

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

GUIDANCE AND REVIEW W/OUR LEGAL COUNSEL

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

NA

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

NA

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

NA

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

Employees with career ladder enhancement: N

NA

Self-development training: N

NA

Other: N

_____ NA

Other: N

_____ NA

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

TRAINING FROM HR DEPT

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

**Illinois Eastern Community Colleges
District Office**

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

31	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
33	Professional Staff/Protective Service Workers
20	Office & Clerical/Para-professionals
0	Skilled Craft Workers
4	Service Maintenance
89	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 89

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

no

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

guidance & review with our legal counsel

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

na

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

na

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

na

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

Employees with career ladder enhancement: N

na

Self-development training: N

na

Other: Y

na

Other: N

na

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

training with Hr dept

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

na

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Illinois Valley Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
6	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

95	Tenured Faculty/Executive/Administrative
243	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
144	Professional Staff/Protective Service Workers
76	Office & Clerical/Para-professionals
0	Skilled Craft Workers
19	Service Maintenance
577	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 571

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

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

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

IVCC has one advertising budget for all positions regardless of job category. The total budget for FY11 was \$7,500.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

IVCC has an established Affirmative Action Policy and procedures for the hiring process. All selection committee members are trained on the policy and procedures prior to serving on the committee. Key characteristics are required for each open position based on the job description and all applications are scored using these key characteristics. Application materials include a cover letter, resume, and application form. Using the key characteristics ensures the selection committee is evaluating candidates on job-related criteria.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

IVCC's Board of Trustees 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. In addition, IVCC participates in many local and regional recruitment events. We advertise all open positions on our Career Services site and through the local unemployment office. The College advertises in many publications and on many websites geared toward diverse applicants including Diverse Issues in Higher Education, Hispanic Outlook, Diversifying Faculty in Illinois, and diversejobs.com. The College reaches out across the nation for African American teaching/administrative staff by conducting a nationwide search utilizing the Chronicle of Higher Education (print and web) and higheredjobs.com.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

n/a

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

IVCC has not developed any strategies to meet this need as our African student population and area workforce population are very low percentages. The Black Student Association has become re-energized this year and we will track the membership of the organization and its activities.

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

Employees with career ladder enhancement: N

n/a

Self-development training: N

Tuition waiver, Continuing Education classes, eLearningCETLA workshops, Staff Development Days

Other: N

_____ n/a

Other: N

 n/a

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

IVCC's Human Resources department oversees the hiring process and trains all selection committee members on the process. We do not distinguish one protected class group from another in the implementation of our policies.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

n/a

n/a

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Joliet Junior College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Executive/Administrative
42	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
41	Professional Staff/Protective Service Workers
20	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
147	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

226	Tenured Faculty/Executive/Administrative
1054	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
403	Professional Staff/Protective Service Workers
195	Office & Clerical/Para-professionals
0	Skilled Craft Workers
157	Service Maintenance
2035	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1888

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

2	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-8	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of 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. FY2011 budget information is not available.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

At our college, there are many different areas involved in the hiring, interviewing, etc. processes. We have looked at compliance from a broader perspective than just the HR staff. 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, 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: 1) Standardized the search committee process and procedures by providing mandatory training for search committee members, technical assistance and support. 2) Held college-wide diversity forums to gain insight into issues as it pertains to staffing patterns and communication issues. 3) JJC has a Diversity Leadership Council, with membership appointed by the college president. 4) Gained additional community partners as a result of our outreach efforts with local high schools, churches and community organizations. 5) 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 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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

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 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 (eg: Information Technology.) Development of core competencies and succession planning. Communication of all the above referenced initiatives.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:
 Internships: Y
 Community Linkages: Y
 Mentorship of a new African American Faculty: Y
 Staff Employment Recruitment Plan: Y
 Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Yes. The college has a formal Enrollment Management Plan. Additionally, the college has a Brother-to-Brother minority mentor enrichment program aimed at reducing the attrition of minority male students. The successes of this program are being analyzed by a task force and replicated to other groups on campus. Last year the college received a student success grant and utilized funds to send African American students to a leadership conference. The college has dedicated personnel for the support, outreach and retention of minority groups. Community Based Organizations are targeted, such as the Joliet Job Corps. We participate heavily in African American sponsored local events.

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

Self-development training: Y

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College is not under a hiring and promotion monitor. However, as part of our inclusion/diversity plan we do monitor the applicant pools and minority hiring and promotions through the annual utilization analysis process.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

n/a

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Kankakee Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

22	Tenured Faculty/Executive/Administrative
17	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
11	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
63	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

100	Tenured Faculty/Executive/Administrative
280	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
119	Office & Clerical/Para-professionals
0	Skilled Craft Workers
21	Service Maintenance
576	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 513

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

10	Tenured Faculty/Executive/Administrative
-6	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-5	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
31	Service Maintenance
27	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Human Resources oversees 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 tracks the applicant pool using Neo.gov at each stage of the screening process to ensure that a diverse pool of applicants is considered.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

recruit/attend diversity job fairs; advertise more in African American/minority publications

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

KCC has a Brother to Brother and Sister Circle chapter at the college that offers mentoring opportunities.

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Kaskaskia College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
25	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

101	Tenured Faculty/Executive/Administrative
316	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
96	Professional Staff/Protective Service Workers
103	Office & Clerical/Para-professionals
0	Skilled Craft Workers
75	Service Maintenance
691	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 666

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Kaskaskia College budgets additional funds for advertising on The Affirmative Action List to reach African Americans with information on employment opportunities. In FY2011, \$1500 was spent for this advisement.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

In general, recruitment activities are directed to a diverse pool of applicants, none are specifically directed to a particular race or ethnic group.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

Additional state funding would be required.

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

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.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Kishwaukee College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
24	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

91	Tenured Faculty/Executive/Administrative
244	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
120	Professional Staff/Protective Service Workers
58	Office & Clerical/Para-professionals
0	Skilled Craft Workers
33	Service Maintenance
546	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 522

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
16	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Search Committee training

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Increased outreach to community organizations, media sources and HBCU

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: Y

Kishwaukee Black Caucus

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Black Student Union, Black Male Initiative, Pilot New Student Orientation Class for African American Males, Kishwaukee Black Caucus/Black Student Union/Black Male Initiative Summer Leadership Retreat, Kishwaukee Black College Pilot African-American Student Academic Mentoring Initiative

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

Employees with career ladder enhancement: Y

Support staff classification System

Self-development training: Y

Professional Development seminars Staff Development Day

Other: Y

Tuition Reimbursement Tuition Waiver

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Search Committee Training

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

College of Lake County

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

12	Tenured Faculty/Executive/Administrative
65	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
31	Professional Staff/Protective Service Workers
26	Office & Clerical/Para-professionals
0	Skilled Craft Workers
10	Service Maintenance
144	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

68	Tenured Faculty/Executive/Administrative
1155	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
281	Professional Staff/Protective Service Workers
184	Office & Clerical/Para-professionals
0	Skilled Craft Workers
99	Service Maintenance
1787	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1643

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

11	Tenured Faculty/Executive/Administrative
-1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
24	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

21	Total that received tenure
0	Total that did not receive tenure
2	Total African American faculty that received tenure
0	Total African American that did not receive tenure

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Yes Total FY11 Budget - \$239,725 African American recruitment initiatives - \$215,752 Advertising - \$184,995 Travel - \$13,883 Publications and memberships - \$16,874

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO issues comply with all legislative mandates of the African American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions including 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 search is reopened. The CLC Diversity Commission includes four subcommittees, one being human resources and staff professional development, which will concentrate on increasing African American employment at the College. The Diversity Commission goals include establishing a diversity structure that will address any barriers/obstacles contributing to low representation of African Americans in the CLC workforce. The College will also work toward increasing African American faculty and

administration representation, increasing transportation between campuses, and developing additional bilingual communication with potential employees. The College President has established an African American Alliance made up of community leaders to create and foster relationships with the African American community. The College participates in regularly scheduled job fairs geared toward African American recruitment. Plans are underway for Human Resources and current faculty members to visit African American serving institutions to recruit African American applicants for faculty positions.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

The College is planning an email blast to recruit for faculty positions to approximately 6,000 African Americans nationwide who graduated within the last year. Plans are underway for Human Resources and current faculty members to visit African American serving institutions to recruit African American applicants for faculty positions. The Diversity Commission has plans to develop diversity branding initiatives for CLC recruiting activities; revamped search committee training/EEO training; outreach with Lake County community leaders; preparation of applicant statistics; and redevelopment of staff training initiatives related to diversity. Human Resources will also plan and execute career workshops to train African American community members in the job search process, i.e. resume writing, interview skills.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Human Resources will plan and execute career workshops to train African American community members in the job search process, i.e. resume writing, interviews skills. Human Resource staff attends Diversity Conferences and workshops. The College has provided direct community outreach to many organizations who work with the African American population. Community Festivals, group presentations at meetings.

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

Employees with career ladder enhancement: N

Self-development training: Y

"Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set." Career Development: The College provides an incentive for employees to continue their education and gain additional competencies. To encourage such continued career development, the College offers a compensation adjustment based on approved coursework. "Tuition Waiver: The College allows employees and dependants to enroll tuition free in approved credit courses at the College." Tuition Reimbursement: The College reimburses eligible employees for courses, books, seminars, and workshops taken at accredited institutions of higher education.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO comply with all legislative mandates of the African American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions including 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 search is reopened. Based upon voluntary applicant information, Human Resources assesses the diversity of each applicant pool to ensure a diverse and applicant and interview pool.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

The College tracks information for studying and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by the College through exit interviews, turnover reports, and performance evaluations.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Lake Land College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
7	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

127	Tenured Faculty/Executive/Administrative
22	Non-Tenured Faculty/Adjunct Faculty
20	Administrative Staff/Technicians
287	Professional Staff/Protective Service Workers
76	Office & Clerical/Para-professionals
0	Skilled Craft Workers
35	Service Maintenance
567	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 560

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

There are no dollars specific to this activity however, a sufficient budget is available to support this endeavor.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Hiring committee training and oversight.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Continue to research and advertise open positions in venues specific to African American recruitment.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: Y

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

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

Employees with career ladder enhancement: Y

African American employees have the same opportunities for advancement as any other employee at the college.

Self-development training: Y

All employees have the opportunity to participate in self-development.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committee training and oversight.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Lewis and Clark Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Executive/Administrative
22	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
17	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
59	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

146	Tenured Faculty/Executive/Administrative
416	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
203	Professional Staff/Protective Service Workers
101	Office & Clerical/Para-professionals
0	Skilled Craft Workers
17	Service Maintenance
883	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 824

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
1	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The HR staff is knowledgeable of the EEO guidelines and has implemented an on line employment application via People Admin that helps identify/source minority applicants.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Carefully review all applications but identify minority candidates who meet the minimum requirements and provide special consideration for the interview process.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The College is well connected with our African American community. Our VP of Student Affairs is a liaison for the College and our diverse Board of Trustees is representative of our community.

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

Employees with career ladder enhancement: Y

Self-development training: Y

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All of our employment opportunities are posted on line via People Admin. This affords any and all employees to apply for promotable opportunities.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

NA

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Lincoln Land Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

7	Tenured Faculty/Executive/Administrative
16	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
23	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
61	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

197	Tenured Faculty/Executive/Administrative
484	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
363	Professional Staff/Protective Service Workers
100	Office & Clerical/Para-professionals
0	Skilled Craft Workers
45	Service Maintenance
1189	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1128

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

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

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of 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.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

LLCC will employ a wide variety of strategies to ensure that the applicant pools of all vacancies include diverse individuals 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 will continue to research and implement additional recruitment events and venues for advertising our vacancies. 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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: Y

All employees have access to ongoing professional development through a number of different avenues. Two days per academic year are set aside for the development of employees. The college is closed to students on those days so that everyone may focus solely on professional development. Employees also have access to departmental and

institutional funds for professional development, as well as a tuition waiver for LLCC courses and an educational assistance program for non-LLCC courses.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

N/A

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

John A. Logan College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
2	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
45	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

133	Tenured Faculty/Executive/Administrative
213	Non-Tenured Faculty/Adjunct Faculty
3	Administrative Staff/Technicians
139	Professional Staff/Protective Service Workers
92	Office & Clerical/Para-professionals
6	Skilled Craft Workers
55	Service Maintenance
641	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 596

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

no

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Executive director of human resources meets weekly with college legal counsel to assess college needs.hr director &.legal counsel conducted a workforce utilization analysis to identify the available workforce by skill, race and gender

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Collaborate with local 4 year university and target job postings in areas with the greatest concentration of minorities

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

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

Employees with career ladder enhancement: N

College promotion guidelines follow EEOC mandates

Self-development training: Y

Equal to all staff

Other: Y

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The office of human resources conducts orientations prior to each hire and collects affirmative action data on all college applicant pools

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

in progress

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Mc Henry County College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

7	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
7	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
21	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

121	Tenured Faculty/Executive/Administrative
345	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
243	Professional Staff/Protective Service Workers
28	Office & Clerical/Para-professionals
0	Skilled Craft Workers
30	Service Maintenance
767	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 746

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

5	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
5	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
11	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No specific budget allocation for African Americans exists. A percentage of both the Affirmative Action and Human Resources Recruitment budgets is utilized to support and further African American Employment initiatives.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All communication and information provided to the institution is forwarded to the Human Resource staff responsible for compliance.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

1) Periodic analysis of data collected on efforts reported and furnished by the Affirmative Action Coordinator. Use the data to set goals and objectives for increasing the number of African American employees. 2) Continue the focus on initiatives in the College's Affirmative Action Program emphasis on increasing staff diversity.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Yes - Five year plan, Multicultural Programs wishes to enhance program initiatives through Major recommendations as stated in the Department's Program Review: (A) Development of a strategic direction/plan for the recruitment and retention of underserved students which would include students that are not academically prepared, have minimal knowledge of the college process, first in their family to attend college, English language learners, economically disadvantaged, and minority student populations: 1) Creating pre-college experiences related to success in college; 2) Bilingual Parent Education Program; 3) Enhancement to the existing CCP program. (B) Attention to the need for increasing resources, specifically staffing, to be able to guarantee the retention, persistence, and graduation of underserved student populations: 1) Lead by a Full-time Director of Multicultural Affairs; 2) Full time Multicultural Outreach and Recruitment Specialist. (C) Development of a diversity, equity, and inclusion strategic plan to improve access, retention, graduation, professional development, advancement, and campus climate for all, with a particular focus on underserved groups: Strategic priorities would include education and training, professional development opportunities, college wide initiatives, community building, stakeholder collaborations, involvement, and communication. (D) Identified need for well implemented retention activities, programs, and initiatives: 1) Male Student Initiative; 2) Ongoing Bilingual Parent workshops; 3) Enhancement to the existing F.O.C.U.S. program; 4) A student mentoring program and a college visit component.

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

Employees with career ladder enhancement: Y

African American employees may elect to participate in the College's Mentoring Program. The objective of the program is to assist employees with recognizing and pursuing professional development experience through a mentoring relationship.

Self-development training: Y

Self-development training is provided by the Professional Development Dept. to all employees.

Other: Y

Professional Development benefits to include a Tuition Fee Waiver to employees for MCC credit courses and Tuition Reimbursement for books, misc. fees and course work taken at other institutions is available for African American and other employees.

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Compliance responsibility has been assigned to accountable Human Resources staff.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

The College's Affirmative Action Program encompasses directives for increasing staff diversity with employment initiatives focused on attracting and recruiting minorities/African Americans.

Assessment of customer and/or student population needs utilizing various methods: Dept/Division program review, monitoring enrollment and employment data, analyzing county demographics, and consulting with stakeholders

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Moraine Valley Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Executive/Administrative
64	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
33	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
102	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

23	Tenured Faculty/Executive/Administrative
934	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
312	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1269	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1167

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

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

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

11	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Moraine Valley Community College does participate in specific recruitment strategies in an effort to attract talent from the African- American employment population. We have utilized higheredjobs.com, specifically the affirmative action email blasts. We also advertise on the National Association of Blacks with MBA's website. "Higheredjobs.com recruitment advertisement cost (2011) = \$2,065" National Association of Blacks with MBA's (2011) = \$300

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Increasing recruitment efforts within African- American communities.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

Recruitment participation in diversity career fairs Diversity & Inclusion Community Dialogue with representatives from the 26 communities we serve Celebration of Black History month with students, faculty and staff Mentors provided for new faculty and staff Training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll. Required diversity training session for all new hires. Job shadow day with students from Education Talent Search (Trio) program

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The College is supporting African American students through various programs and services offered by Multicultural Student Affairs, Upward Bound, Education Talent Search and Trio programs. Services include tutoring, leadership workshops, cultural events, and others.

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

Employees with career ladder enhancement: N

Employees outside the tenure process are required to apply and interview for advanced employment opportunities at the College. Internal employees undergo the same process as external candidates for positions. If an internal employee is selected after the recruitment and hiring process, they are reclassified.

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Human Resources review of all hires and reclassifications.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Morton College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
20	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
26	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

64	Tenured Faculty/Executive/Administrative
236	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
49	Professional Staff/Protective Service Workers
86	Office & Clerical/Para-professionals
0	Skilled Craft Workers
30	Service Maintenance
465	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 439

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Our hiring practices follow EEO guidelines.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Continued state support of operating budget.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: Y

Tuition free classes at Morton College. Tuition reimbursement for classes at another college/university.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Formal recruitment and hiring processes.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Annual fact sheet with employee figures disaggregated by race/ethnicity, which includes EEO survey of employees.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Oakton Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

8	Tenured Faculty/Executive/Administrative
19	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
14	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
62	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

161	Tenured Faculty/Executive/Administrative
687	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
182	Professional Staff/Protective Service Workers
151	Office & Clerical/Para-professionals
0	Skilled Craft Workers
74	Service Maintenance
1255	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1193

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-1	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
10	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of 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. 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.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

The College has formed a Diversity Council which will create opportunities for interested staff, faculty and administrators to become "Diversity Practitioners." Programs will be designed to explore aspects of integrating diversity into daily practices on campus. One such practice is employment and interviewing. As to recruitment and outreach efforts, we will ensure at least one Person of Color (POC) and one Diversity Practitioner serves on each search committee. Continue advertisements in media targeted to blacks and African Americans such as Diverse Issues in Higher Education and the Chicago defender, and posting on websites like hbcuconnect.com, imdiversity.com, and icbche.org. Positions will continue to be listed with the Illinois Job Service. Baccalaureate faculty openings will continue to be posted with IBHE's Diversifying Faculty in Illinois website.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

During the Fall 2011 semester Human Resources worked with Bea Young and Associates, diversity consulting firm, to create and implement Cultural Competency training for our full-time faculty search process. With the help of Bea Young and her team the College conducted focus group interviews with current full-time faculty that were hired within the last five years. Those focus groups were done in race specific groupings. Based on the data from those interviews themes emerged and the training was shaped with those themes in mind. The Human Resources Department offered three trainings involving thirteen faculty search committees. Seventy-five faculty and staff participated. The trainings were in two parts. the first focused on Cultural Competencies and that was followed with Best Practices in Faculty Selection Interviewing. The budget to support this program came from a special grant initiative that was offered under a program of Oakton's Strategic Planning Committee. Our program had a budget of approximately \$51,750, with our total cost for the planning and implementation being \$41,291.

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Oakton continues to recruit students in the district's high schools. We host a Black Teen Summit for high school juniors and seniors (and some freshmen and sophomores) to discuss college preparation and career exploration. Oakton outreach and recruitment representatives attend various college fairs and college nights at area high

schools. The College hosts sessions assisting families complete the student application and FAFSA applications. Also, outreach and recruitment representatives attend the National Association for College Admissions and Counseling conferences and make contact with and assist students at those conferences.

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

Self-development training: Y

There are no promotional initiatives undertaken which are earmarked solely for African American employees. Oakton offers credit courses at no charge to employees and non-credit courses, staff development workshops, and other training as needs are determined to broaden and deepen the skills of the workforce and to advance the qualifications of current employees.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College's Affirmative Action Plan sets goal and activities for employment of members of underrepresented groups including African Americans. 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 and hiring are discussed and roles are determined to assist the College in meeting its responsibilities for equal employment opportunities as well as Oakton's 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 are 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.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Oakton does not specifically separate the number of hires by demographic group other than by male and female, and Caucasian and non Caucasian. As reported in the 2011-12 Affirmative Action Plan, the number of employees from demographic groups other than Caucasian have increased over the previous five years (year ending 6/30/2007 to 6/30/2011)." Executives, Administrators, and Managers: non-Caucasian participation increased from 12.9% to 20.0%." Full Time Faculty: non-Caucasian participation increased from 13.0% to 14.0%." Classified Staff: non-Caucasian participation increased from 25.3% to 27.6%." Professional: non-Caucasian participation increased from 15.9% to 20.7%" Technical and Paraprofessional: non-Caucasian participation increased from 29.4% to 38.5

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Parkland College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

11	Tenured Faculty/Executive/Administrative
15	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
32	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
77	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

208	Tenured Faculty/Executive/Administrative
512	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
498	Professional Staff/Protective Service Workers
75	Office & Clerical/Para-professionals
0	Skilled Craft Workers
56	Service Maintenance
1349	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1272

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-4	Tenured Faculty/Executive/Administrative
-7	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
-2	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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. Parkland includes as part of its recruitment philosophy, a goal to reflect the demographic groups its serves in its employees.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

- Recruit with local and national African American professional organizations. - Communicate employment opportunities to local African American leaders. - Communicate employment opportunities to other higher education institutions. - Advertise in media sources targeted towards African American audience.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

No.

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

See 8 above. Additionally, we train several employees throughout the College to serve as EEO representatives on search committees. EEO representatives work with Hiring Managers on making sure advertising, recruitment, applicant screening, interviewing and the entire selection process is compliant with EEO laws.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

No studies have been completed at this time.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Prairie State College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

16	Tenured Faculty/Executive/Administrative
101	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
74	Professional Staff/Protective Service Workers
38	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
237	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

91	Tenured Faculty/Executive/Administrative
395	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
166	Professional Staff/Protective Service Workers
113	Office & Clerical/Para-professionals
0	Skilled Craft Workers
34	Service Maintenance
799	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 562

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-38	Tenured Faculty/Executive/Administrative
-30	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-11	Professional Staff/Protective Service Workers
-22	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-32	Service Maintenance
-133	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
2	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

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: 1. Diverse Issues in Higher Education, 2. Hispanic Outlook in Higher Education, and 3. Illinois African American and Latino Higher

Education Alliance 4. IALHEA Job Opportunity Bulletin (Illinois African American and Latino Higher Education Alliance).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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Prairie State has been an active member in several state-wide initiatives to raise awareness and create forums to address concerns for issues confronting African Americans in higher education. 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.

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

Employees with career ladder enhancement: Y

For full-time faculty positions, the College follows policies and procedures to encourage academic departments to recruit from our qualified minority adjunct faculty employees.

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Prairie State College routinely updates and distributes three reports to ensure that administrators and appropriate staff understand Affirmative Action and Equal Opportunity Policies and the annual status of underrepresented groups at the College. The first, The Affirmative Action/Equal Opportunity Policies & Status Report, provides an overview of relevant laws and board policies, delineates the responsibilities for implementation of AA and EO policies at the College, and reviews workforce conditions to determine in which job categories Hispanics are underrepresented. The second, The Underrepresented Groups Report, defines the College's goals and objectives for recruiting new administrators, faculty, and staff. The report describes employment turnover and the results of the College's efforts to increase the representation of underrepresented faculty, staff, and administrators to reflect the diversity of our students. The third is our annual EEO1 report which identifies all full-time employees by position and ethnicity. The three reports enable the President and Vice Presidents to monitor hiring and promotions in all job categories at Prairie State College.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

None.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Rend Lake College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
6	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

69	Tenured Faculty/Executive/Administrative
207	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
161	Professional Staff/Protective Service Workers
29	Office & Clerical/Para-professionals
0	Skilled Craft Workers
53	Service Maintenance
519	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 513

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-5	Tenured Faculty/Executive/Administrative
-5	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-4	Professional Staff/Protective Service Workers
-5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
-21	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

We do not have a special budget set-up; however, a proportionate amount of the college advertising dollars are spent trying to advertise in all employment outlets in the surrounding communities.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All managers have been instructed and encouraged to carefully consider all minority applications. All new employees are made aware that all employees are to receive the same educational and promotional opportunities and that discrimination will not be tolerated.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

The college offers dual credit classes in area high schools tuition free to try and make continuing education affordable and available to all high school students. We are hopeful that the more students that take advantage of

this, the more apt they are to go on to a 4 year school and receive teaching/administrative degrees so that they are more confident in their abilities and will be more apt to apply for professional positions.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The college offers dual credit classes in area high schools tuition free to try and make continuing education affordable and available to all high school students. We are hopeful that the more students that take advantage of this, the more apt they are to go on to a 4 year school and receive teaching/administrative degrees so that they are more confident in their abilities and will be more apt to apply for professional positions. Offering online courses is also in the developmental stages.

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

Employees with career ladder enhancement: N

All employees are encouraged to seek out self-development and professional development opportunities that would help position them for promotion opportunities. There is also an educational reimbursement plan in place for employees wishing to pursue higher level degrees.

Self-development training: Y

All employees are encouraged to seek out training opportunities that would provide both self-development and professional development. The college also encourages mentoring opportunities within related fields.

Other: N

Not Applicable

Other: N

Not Applicable

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All hiring managers have been instructed to carefully consider all applications from African American applicants; however, the college receives only a few applications from African Americans despite our efforts to encourage them to apply.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Not Applicable. Due to the small number of African American employees, there would not be enough data to provide a meaningful study.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Richland Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

12	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
31	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

123	Tenured Faculty/Executive/Administrative
187	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
64	Professional Staff/Protective Service Workers
62	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
443	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 412

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Executive/Administrative
7	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
41	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Budget resources are allocated for recruitment of African American faculty for associated employment initiatives. Budget resources are not specifically separated from total Advertising and Recruitment budgets.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Search Committees are formed at the College to assist with recruitment efforts, and to review and select employment candidates. All Search Committee members participate in the College's Diversity in Hiring training when 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 College's commitment to diversity, and the Committee's role in supporting this objective.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

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. 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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Richland Community College's mission, vision, and Core Values focus on student success. Faculty and staff work together to develop programs and services that meet the needs of a diverse student population. The institution tracks and assesses enrollment numbers. Vice Presidents and respective Deans over each division review these demographic numbers on an ongoing basis and work with staff to ensure student support. Counselors are among the first College employees that prospective students encounter, and as such they are critical components of a student's success.

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

Employees with career ladder enhancement: Y

The opportunity for Career Options communications and discussions for all employees is built into the College's Performance Evaluation processes.

Self-development training: Y

Career development opportunities made available to employees include an attractive tuition reimbursement benefit.

Other: Y

Career development opportunities made available to employees include Foundation Funds available to support individual career development.

Other: Y

Career development opportunities made available to employees include a wide array of personal and professional training and development opportunities conducted at the College and encouraged through off site trainings and conferences.

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The employment process at the College includes the tracking of applicants, interviewees, job offers, and acceptances by minority and gender status. All regular full time hire recommendations are reviewed by the appropriate Vice President, Human Resources Director, and College President.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Employee population summaries by race are reviewed at least annually. Employee transaction information (hires, promotions, demotions, terminations) are reviewed annually.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Rock Valley College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

6	Tenured Faculty/Executive/Administrative
14	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
12	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
55	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

178	Tenured Faculty/Executive/Administrative
327	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
145	Professional Staff/Protective Service Workers
155	Office & Clerical/Para-professionals
0	Skilled Craft Workers
23	Service Maintenance
828	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 773

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

9	Tenured Faculty/Executive/Administrative
10	Non-Tenured Faculty/Adjunct Faculty
10	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
10	Skilled Craft Workers
10	Service Maintenance
65	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

13	Total that received tenure
0	Total that did not receive tenure
2	Total African American faculty that received tenure
0	Total African American that did not receive tenure

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

7	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The Human Resource Department requires a diverse search committee and a diverse pool of applicants for each vacancy. The HR recruiter forwards all qualified diverse applicants to the search committee for review. Also, a member of the HR staff meets with the search committee to review guidelines and RVC's Diversity initiative.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

We will continue to advertise positions nationally (i.e. diversejobs.net) but we will also strategically target local organizations; specifically within the African American population to help with recruitment efforts. We will continue to monitor current recruitment efforts for effectiveness; making adjustments and or adding additional resources as needed.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

NA

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

Employees with career ladder enhancement: N

African American employees on the tenure track are provided a mentor.

Self-development training: Y

Employees are offered twice a year, Professional Development opportunities in addition to internal/departmental training opportunities.

Other: N

NA

Other: N

NA

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

By following policies and procedure that are outline for our employees through the CBA, manuals and hiring process.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Carl Sandburg College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
13	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

62	Tenured Faculty/Executive/Administrative
216	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
180	Professional Staff/Protective Service Workers
36	Office & Clerical/Para-professionals
0	Skilled Craft Workers
41	Service Maintenance
535	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 522

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
4	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
4	Skilled Craft Workers
4	Service Maintenance
26	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these 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.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Reviews of all employment processes for compliance and improvement opportunities. Advertise of job opportunities on www.highereducationjobs.com and www.hotjobs.com in order to connect with a more diverse population of potential candidates. Affirmative Action Emails to help recruit a diverse applicant pool for job search.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

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

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

Employees with career ladder enhancement: Y

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.

Self-development training: Y

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Reviews of all employment processes for compliance and improvement opportunities are routinely conducted.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Sauk Valley Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

52	Tenured Faculty/Executive/Administrative
147	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
72	Professional Staff/Protective Service Workers
38	Office & Clerical/Para-professionals
0	Skilled Craft Workers
26	Service Maintenance
335	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 331

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

1	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
5	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

SVCC has a general recruitment initiative budget for advertisement of all open positions. This also includes advertisement for diverse groups including African Americans. Our recruitment initiative/advertisement expenses for FY2011 were \$20,466.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Human Resources staff has received training on legislative mandates to ensure compliance on affirmative action, EEO, and the African American Employment Plan for Higher Education.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Advertise open positions to specific African American organizations and use on-line sites to increase the number of African American candidates. Encourage African American referrals from faculty, administration, and search

committee members. Continue to require search committee members to receive training on EEO and affirmative action.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

We employ a full-time Multi-Cultural Coordinator who is available to assist African and minority students and employment candidates through the admission and employment processes.

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

Employees with career ladder enhancement: N

Self-development training: Y

SVCC offers the following to staff and faculty to assist in self-development training: - Tuition Reimbursement- Tuition Waivers- Faculty & Staff Development Funds- SVCC Learning Assistance Center provides tutoring- SVCC Learning Resource Center will provide or order learning materials through the inter-library loan system

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All screening committees, supervisors, and administrators receive training on affirmative action, EEO, and Hiring and Promotion Monitor requirements.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

-Number of African American staff employed decreased by 1 in FY11.-The recruitment/advertisement budget was increased in FY12 to \$25,000 to allow the College to target advertising to minority and African American candidates.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Shawnee Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
16	Non-Tenured Faculty/Adjunct Faculty
3	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
36	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

52	Tenured Faculty/Executive/Administrative
160	Non-Tenured Faculty/Adjunct Faculty
17	Administrative Staff/Technicians
51	Professional Staff/Protective Service Workers
28	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
314	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 278

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

4	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
18	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Responsibility is shared across departmental lines.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The college revised its affirmative action plan and new goals were developed in an attempt to set forth positive steps to increase employment opportunities for minority within specific job categories at the college. The college's policy states that vacancy notices will be sent to identified educational institutions with high minority populations. Attempts have been made to actively recruit minority applicants for open faculty positions.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

The college seeks to hire qualified personnel and provide equal access to all segments of the populations. As per college policy, vacancy announcement are forwarded to placement services of institutions with high minority

enrollments. The college also makes contact with minority departments at local universities for known graduates that may qualify for SCC positions.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Yes. The Affirmative Action Officer works with student leadership groups and guides them to go out into the community to talk with diverse student populations. College administrators visit district churches with high minority populations and also reach out to the senior citizen groups.

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

Employees with career ladder enhancement: Y

All employees, including minority employees have been given release time to participate in key leadership building programs.

Self-development training: Y

Either through grant or institutional funding, employees are allowed to attend professional development activities. Release time or flex time has been provided to employees for attending graduate level classes for additional degree achievement.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The Affirmative Action/EEO officer and the Human Resource Officer serve on all screening committees and work closely together to monitor the college's efforts to increase minority employments. The Affirmative Action Officer gathers information from applicants and tabulates and studies the information received back.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

South Suburban College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

22	Tenured Faculty/Executive/Administrative
166	Non-Tenured Faculty/Adjunct Faculty
4	Administrative Staff/Technicians
94	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
4	Skilled Craft Workers
0	Service Maintenance
290	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

100	Tenured Faculty/Executive/Administrative
451	Non-Tenured Faculty/Adjunct Faculty
21	Administrative Staff/Technicians
232	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
8	Skilled Craft Workers
0	Service Maintenance
812	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 522

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

38	Tenured Faculty/Executive/Administrative
23	Non-Tenured Faculty/Adjunct Faculty
41	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
23	Office & Clerical/Para-professionals
10	Skilled Craft Workers
-8	Service Maintenance
148	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

7	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

South Suburban College has a general recruitment budget for advertising all open positions.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

South Suburban College provides hiring guidelines to the search committees involved in interviewing, recruiting, and recommending the final candidates. Candidates are then reviewed with the Vice Presidents of the hiring area. We are reviewing the legislation mandates to determine whether any changes to the guidelines are necessary.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

South Suburban College's Faculty, Staff, and Administration establish strong community ties to recruit African American employees through open communications with city and county leaders and various organizations like Brother2Brother.

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

Employees with career ladder enhancement: N

Self-development training: Y

A variety of professional development opportunities are available to all employees through our Staff and Faculty Development Committees. They offer various on-campus workshops and seminars and all day events. SSC also offers tuition waivers and tuition reimbursements.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

This is a new regulation for community colleges and South Suburban College. We look forward to answering these questions in more depth in the future.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Southeastern Illinois College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
4	Non-Tenured Faculty/Adjunct Faculty
1	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
7	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

62	Tenured Faculty/Executive/Administrative
102	Non-Tenured Faculty/Adjunct Faculty
33	Administrative Staff/Technicians
65	Professional Staff/Protective Service Workers
38	Office & Clerical/Para-professionals
0	Skilled Craft Workers
16	Service Maintenance
316	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 309

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

51	Tenured Faculty/Executive/Administrative
56	Non-Tenured Faculty/Adjunct Faculty
33	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
20	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
172	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

18	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Despite experiencing reductions and late payments in state appropriations, Southeastern Illinois College recruitment practices are committed to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Allocations for 2010-11 recruitment were budgeted at \$28,000 for all recruitment activities. A portion of the recruitment budget was allocated to recruiting in Blacks in Higher Education. Also, all full-time positions are advertised in the Southern Illinoisan which services the southernmost portion of the State's closest university to capture a higher percentage of the African American population within our region. We also advertised in Missouri, Kentucky and Indiana university career placement centers within a 100 mile radius of Southeastern Illinois College who also have a higher percentage of African American population.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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. Additionally, administrators monitor the search/recruitment process by ensuring that the policy for hiring is followed.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

Continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Blacks in Higher Education publications; recruitment in our largest southern Illinois city that has a higher percentage of African American population, and continue to provide career centers within the tri-state area information regarding vacant positions.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

N/A

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Outreach programs and community education awareness, based on request and needs

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

Employees with career ladder enhancement: Y

Opportunities for advancement are provided without discrimination to all employees. Also, board policy is followed that should an employee wish to be promoted or transferred, such desire should be presented in writing to the appropriate Vice-President or Dean. Once the documentation is received by the appropriate Vice-President or Dean, the request is then shared with the President for a determination to be made based on the qualifications of the employee and the needs of the institution. This policy covers all employees.

Self-development training: N

N/A at this time but should a request be received consideration would be given.

Other: N

N/A

Other: N

N/A

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Southeastern has committees that review all recruitment activities from advertising through hiring. The administrator who chairs the particular search committee educates all members on Southeastern's Equal Opportunity policy.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Recruitment efforts are monitored to measure success.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Southwestern Illinois College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Executive/Administrative
59	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
87	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
168	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

159	Tenured Faculty/Executive/Administrative
930	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
612	Professional Staff/Protective Service Workers
54	Office & Clerical/Para-professionals
0	Skilled Craft Workers
120	Service Maintenance
1875	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1707

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-18	Tenured Faculty/Executive/Administrative
-14	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-7	Professional Staff/Protective Service Workers
-15	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-9	Service Maintenance
-63	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

Recruitment efforts include HigherEdJobs' Affirmative Action packs and cost approximately \$2500 per year. We also partner with The Urban League, free of charge.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

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.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Spoon River College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

52	Tenured Faculty/Executive/Administrative
108	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
50	Professional Staff/Protective Service Workers
36	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
252	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 251

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-5	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-5	Professional Staff/Protective Service Workers
-5	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-5	Service Maintenance
-24	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

N/A

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All hiring supervisors are required to comply with the college's hiring procedures and EEO policies. The college has recently implemented an online recruitment system which includes broader advertisement capabilities. In addition, EEO information is collected on a voluntary basis through the system which will provide greater reporting capabilities with regard to diversity of applicants.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

N/A

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

N/A

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

Employees with career ladder enhancement: N

N/A

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring procedures are regularly audited for legal compliance and all hires follow an approval process which includes the Human Resources Director.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Triton College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Executive/Administrative
63	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
15	Professional Staff/Protective Service Workers
77	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
181	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

162	Tenured Faculty/Executive/Administrative
682	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
81	Professional Staff/Protective Service Workers
420	Office & Clerical/Para-professionals
0	Skilled Craft Workers
102	Service Maintenance
1447	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1266

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

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

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

No budget allocations have been set aside for these purposes.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The HR staff annually updates the Affirmative Action Plan and continues to enforce the policies and procedures within the plan.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

The college embraces the importance of diversity within the workforce and will continue to reassess the Affirmative Action Plan on an annual basis.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

Yes, the College is making itself more available within the community through extension sites and attendance at community events.

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

Employees with career ladder enhancement: Y

All employees are eligible to apply for positions for which they meet the minimum qualifications.

Self-development training: Y

All employees are free to attend seminars/training at the College's Professional Development Center.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

By continuing to follow the College's hiring and promotion policies.

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

Waubonsee Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
20	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
20	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
48	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

78	Tenured Faculty/Executive/Administrative
733	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
371	Professional Staff/Protective Service Workers
171	Office & Clerical/Para-professionals
0	Skilled Craft Workers
70	Service Maintenance
1423	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1375

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

General recruiting budget includes funds for minority recruiting.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Interview training Diversity training

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

We consistently try to use publications and job boards that appeal to a diverse audience of candidates.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

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

Employees with career ladder enhancement: N

Self-development training: N

Classes are available to all employees that include personal and professional development.

Other: N

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Interview Training Diversity Training

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Affirmative Action Plan--created by an outside consultant that states we are within proper guidelines.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2011**

John Wood Community College

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.

1. As of June 30, 2011, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
8	Total

2. As of June 30, 2011, provide the number of **funded positions** within each of the following EEOC categories:

86	Tenured Faculty/Executive/Administrative
224	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
46	Professional Staff/Protective Service Workers
68	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
436	Total

3. As of June 30, 2011, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 428

4. As of June 30, 2011, provide the **underutilization** for **African Americans** by category:

-3	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
13	Service Maintenance
4	Total

5. As of June 30, 2011, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2011, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. Does your Institution provide budget allocations specifically for recruitment of **African American** faculty, administrators, or any level job category? If yes, provide FY 11 budget allocation for each of these Initiatives:

"JWCC does not provide specific budget allocations for recruitment of African American faculty, administrators, or any level job category. " A budget was not established for these Initiatives for FY11. " Budget allocations will be made when there is an increased need for recruitment in a specific area.

8. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

" A voluntary EEO form is mailed to each applicant. For those who return the form and indicate that he or she is in a protected class, and if not selected for interview or hire, the HR representatives require specific reasons as to what the reasons were to ensure all reasons are qualifications-related. " Additionally, all employees who are part of the selection process are provided with information and training regarding a selection based on qualifications and not personal appearance or beliefs.

9. Please provide recommendations for increasing the number of African American teaching/administrative staff.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

10. Does your institution implement employment incentives to attract **African American** employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

11. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

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

Employees with career ladder enhancement: N

Self-development training: N

Other: Y

" Associate faculty who are employed on a temporary basis are not on a tenure track. " Associate faculty are encouraged to apply for full-time faculty positions when available. Full-time faculty are on a tenure track.

Other: N

13. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

14. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

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