

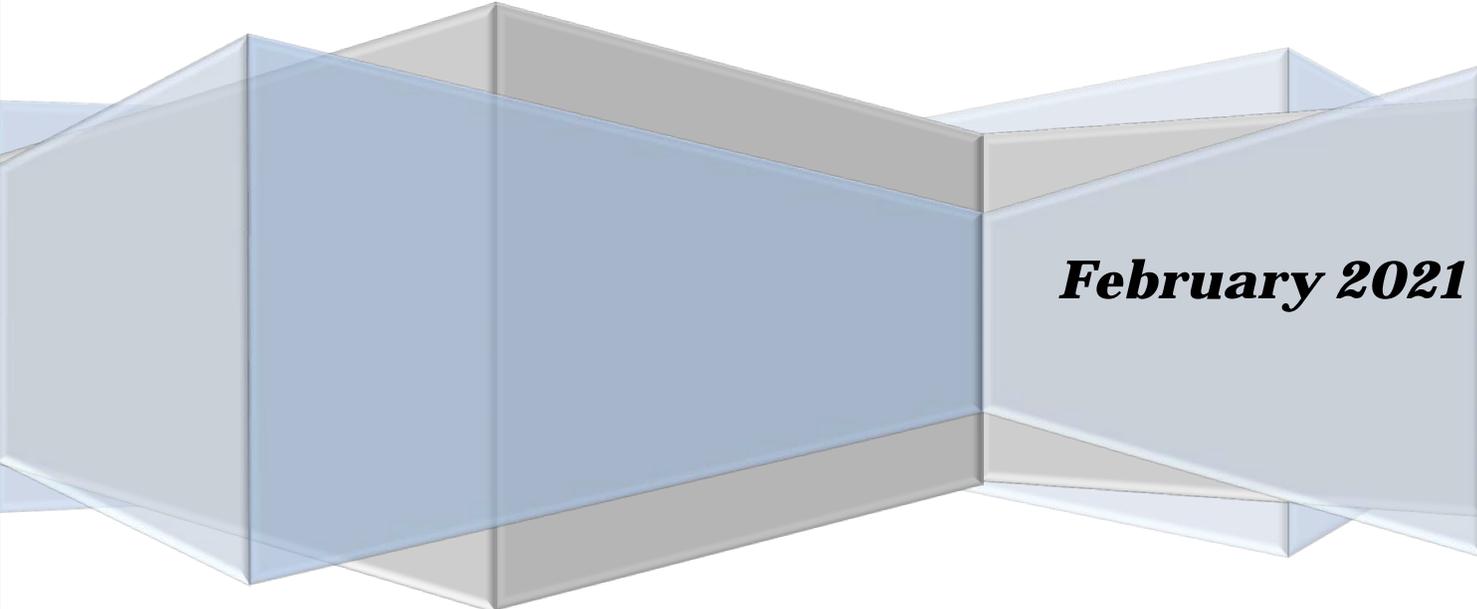


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**NATIVE AMERICAN EMPLOYMENT PLAN  
REPORT**

**FISCAL YEAR 2020**

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***February 2021***

Native American Employment Plan Report  
Fiscal Year 2020

Compiled by ICCB

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## INTRODUCTION

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The enclosed materials contain fiscal year 2020 (July 1, 2019 through June 30, 2020) responses from Illinois' public Community College System to the *Native American Employment Plan Survey* ([Public Act 101-0534](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of Native American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2020 is the first year that community colleges, public universities, and state agencies have been asked to furnish Native American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are Native American. The report compliments activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements in the [Board of Higher Education Act](#) (Sec. 8. and Sec. 9.16). Underrepresented groups reporting aims to increase participation and achievement among students who are academically or financially at risk, including minorities, women, and individuals with disabilities, as well as first-generation students and low-income students. Other complementary initiatives are the *African American Employment Plan Survey* ([Public Act 096-1341](#)), the *Asian American Employment Plan Survey* ([Public Act 97-0856](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting African Americans, Asian Americans, and Hispanics at local community colleges. Recent editions of the *Underrepresented Groups Report* and the *African American, Asian American, Native American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

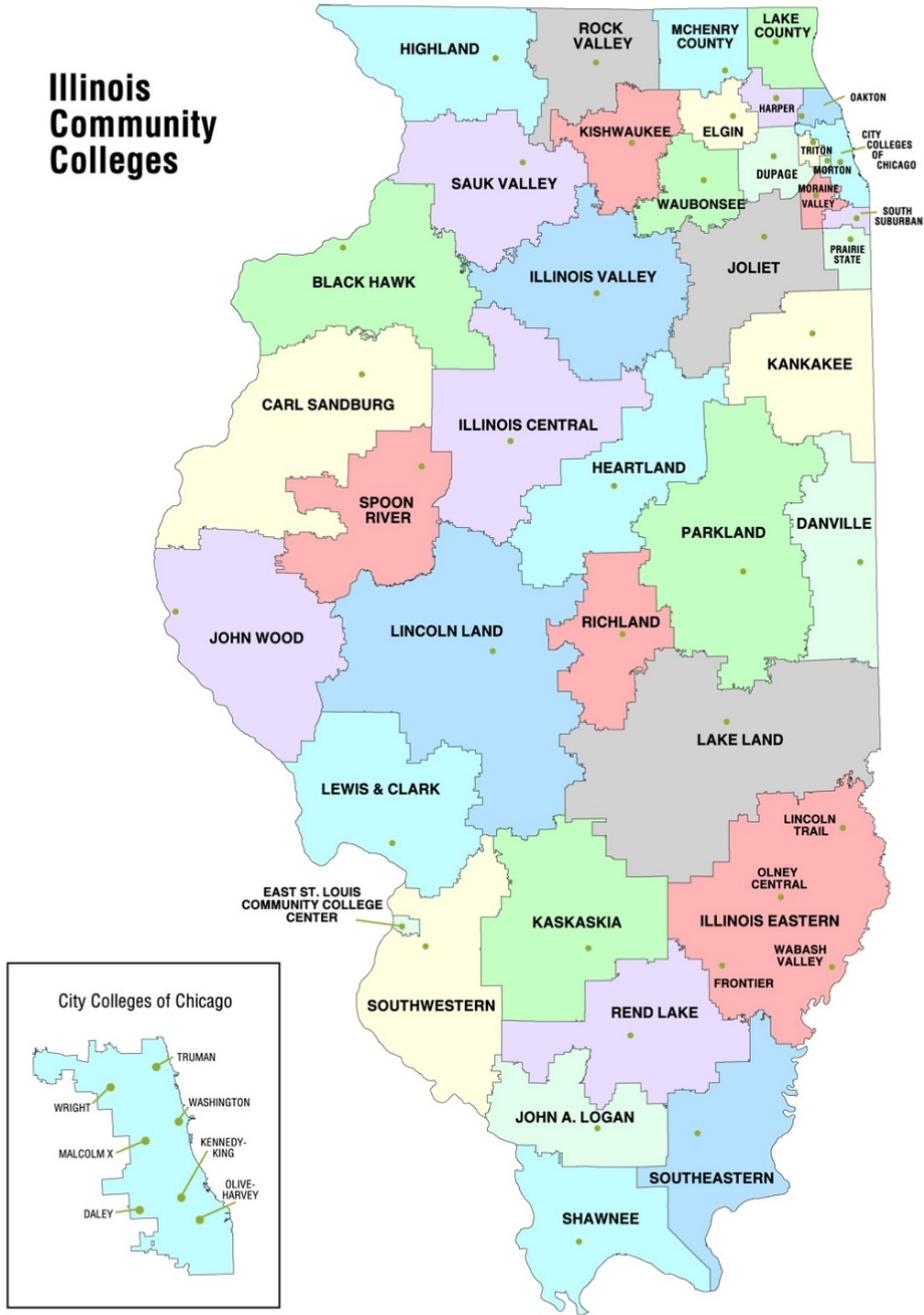
The *Native American Employment Plan Survey Report* begins with demographic information about the state of Illinois, and annual community college credit program enrollments, completions, and staffing. Then individual college responses to standardized surveys addressing components of the legislation are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

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## MAP OF ILLINOIS COMMUNITY COLLEGES

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### Illinois Community Colleges



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## DEMOGRAPHIC INFORMATION

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

### State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.67 million in 2019 compared to 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010](#), enter Illinois, and [2020 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 2.0 percent between 2000 and 2019. The state population, however, decreased 1.2 percent between 2010 and 2019. Illinois' 2019 census estimate shows that Whites/Caucasians remained the largest race/ethnicity group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2019, as the percent of Caucasians decreased from 73.5 percent to 70.9 percent of the population ([U.S. Census 2000 Illinois](#) and [2020 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2019.
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The race/ethnicity data collection methodology changed for the 2000 census and continued in the 2019 census data. The 2019 census data showed that 2.1 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race\*\*" column in [Table 1](#). The question on Hispanic ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,219,882 in 2019 ([U.S. Census 2000 Illinois](#) and [2020 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2019 was Hispanic. Compared to 2000, African American counts in 2019 decreased from 15.1 percent to 14.6 percent, whereas Asian American counts increased from 3.4 percent to 6.0 percent, Native American from 0.2 percent to 0.6 percent, and Hispanic from 12.3 percent to 17.5 percent.

**Table 1**  
**State of Illinois Race/Ethnicity Distribution (Census)**

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian* American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2010	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
2019	70.9%	14.6%	6.0%	0.6%	8.0%	17.5%

\*Includes Pacific Islander

\*\*Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2010 & 2020 Index of Need, Table 1.

### Race/Ethnicity Distribution in Community College System Credit Programs

Overall in fiscal year 2020, minority students accounted for 47.4 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications are aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2020 data show that minority representation was similar to the prior year

Native American students—1,083 in fiscal year 2020—constitute 0.2 percent of students enrolled in the Illinois Community College System whose ethnicity was known.

(fiscal year 2019 = 46.7 percent). Fiscal year 2020 results are above the five-year average (45.4 percent). Students identifying themselves as Hispanic students (now numbering 115,779) became the largest minority group in 2000, but became the second largest minority group in fiscal year 2012 behind African American students. In fiscal year 2015 through 2020, Hispanic students were again the largest minority group. African American students—58,717 in fiscal year 2020—constitute the second largest minority group in the latest data. Asian American students—23,434 in fiscal year 2020—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2020 proportionate representation by Hispanic students was higher by one percentage point in comparison to the prior year (25.5 percent in fiscal year 2020 versus 24.5 percent in fiscal year 2019). The fiscal year 2020 African American student proportional representation was slightly lower in comparison to the prior year (12.9 percent in fiscal year 2020 versus 13.4 percent in fiscal year 2019). Over the longer term—over the past five years—a decrease in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander (-51.1 percent), Native American (-30.8 percent), African American (-27.9 percent), Asian American (-11.1 percent), and Hispanic (-3.9 percent), while an increase was noted among students identifying themselves as Nonresident Alien (23.1 percent) and Two or More Races (11.9 percent).

Student race/ethnicity representation varies across broad program areas (PCS). **Table 2** contains information about the race/ethnicity distribution of Adult Education [Adult Basic Education (ABE) and Adult Secondary Education (ASE)] and English-as-a-Second Language (ESL) enrollments. Minority students accounted for nearly three-fourths (72.6 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2020, Hispanic students accounted for over forty percent of Adult Education enrollments and African American students for nearly one-fourth of those enrollments (42.9 percent and 23.8 percent, respectively). Additionally, minority students accounted for about eight out of every ten (81.4 percent) individuals enrolled in community college ESL coursework during fiscal year 2020. Hispanic students accounted for

nearly two-thirds (63.7 percent) of the community college ESL students, followed by Asian American students (10.0 percent) and African American students (5.8 percent).

**Table 2**  
**Fiscal Year 2020 Minority Students Enrolled in Adult Education  
and English as a Second Language Programs**

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
<b>ABE/ASE %</b>	<b>23.8%</b>	<b>42.9%</b>	<b>4.1%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>1.1%</b>	<b>72.6%</b>
Number	4,766	8,598	814	88	54	18	225	14,563
<b>ESL %</b>	<b>5.8%</b>	<b>63.7%</b>	<b>10.0%</b>	<b>1.6%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>81.4%</b>
Number	1,549	16,912	2,645	425	19	20	56	21,626

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

**Table 3** provides the distribution of minority students enrolled in Transfer and Career and Technical Education (CTE) programs. During fiscal year 2020, minorities comprised nearly one-half (45.6 percent) of Transfer enrollees. An examination of each minority race/ethnicity group’s representation across the Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (23.2 percent), followed by African American students (12.2 percent), Asian American students (5.6 percent), students of Two or More Races (3.3 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). **Table 3** also shows that over one-third of students enrolled in CTE programs were members of a minority group (37.8 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 19.0 percent of the population. African American students had the second largest CTE program enrollment (11.7 percent), followed by Asian American students (4.0 percent), students of Two or More Races (2.3 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

**Table 3**  
**Fiscal Year 2020 Minority Students Enrolled in Transfer  
and Career and Technical Education Programs**

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
<b>Transfer %</b>	<b>12.2%</b>	<b>23.2%</b>	<b>5.6%</b>	<b>0.9%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>3.3%</b>	<b>45.6%</b>
Number	30,281	57,899	13,985	2,252	547	207	8,327	113,498
<b>CTE %</b>	<b>11.7%</b>	<b>19.0%</b>	<b>4.0%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>0.1%</b>	<b>2.3%</b>	<b>37.8%</b>
Number	13,921	22,626	4,718	637	312	106	2,710	45,030

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

The following section of the report supplies information about the race/ethnicity characteristics of students who graduated in fiscal year 2020. 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 2020.

Minority students accounted for 44.3 percent of Transfer graduates, compared to 37.8 percent of all CTE graduates.

**Table 4** shows that during fiscal year 2020, similar numbers of minority graduates completed CTE degrees and certificates (N = 13,197) as Transfer degrees and certificates (N = 12,485). Minority

students accounted for 44.3 percent of Transfer graduates, compared to 37.8 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (44.8 percent, N = 5,593), while 36.4 percent (N = 4,550) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (25.7 percent), followed by African American students (9.8 percent), Asian American students (4.9 percent), students of Two or More Races (2.8 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2020 proportional representation of the Native American Transfer graduates (0.2 percent) matched the proportional representation from the prior year (0.2 percent). Hispanic students accounted for the largest minority group for completions in CTE programs (19.3 percent), followed by African American students (11.7 percent), Asian American students (3.8 percent), students of Two or More Races (2.1 percent), Nonresident Alien students (0.6 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2020 proportional representation of the Native American CTE program graduates (0.2 percent) was lower by 0.1 percentage points from fiscal year 2019 (0.3 percent).

**Table 4**  
**Fiscal Year 2020 Minority Student Completers in Transfer and Career and Technical Education Programs**

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
<b>Transfer %</b>	<b>9.8%</b>	<b>25.7%</b>	<b>4.9%</b>	<b>0.9%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>2.8%</b>	<b>44.3%</b>
Number	2,762	7,231	1,388	248	44	31	781	12,485
<b>CTE %</b>	<b>11.7%</b>	<b>19.3%</b>	<b>3.8%</b>	<b>0.6%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>2.1%</b>	<b>37.8%</b>
Number	4,098	6,752	1,310	194	78	29	736	13,197

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

**Table 5** shows that in fiscal year 2020, minority faculty and staff accounted for 20.6 percent of tenured faculty/officials and managers (a 1.6 percent increase from fiscal year 2019), 17.6 percent of non-tenured faculty (a 3.0 percent decrease from fiscal year 2019), 32.0 percent of professional staff/protective service workers (a 3.3 percent decrease from fiscal year 2019), 32.8 percent of office and clerical/paraprofessionals (a 2.4 percent decrease from fiscal year 2019), and 41.9 percent of service maintenance employees (a 0.6 percent decrease from fiscal year 2019).

**Table 5**  
**Fiscal Year 2020 Minority Faculty and Staff in Illinois Community Colleges**

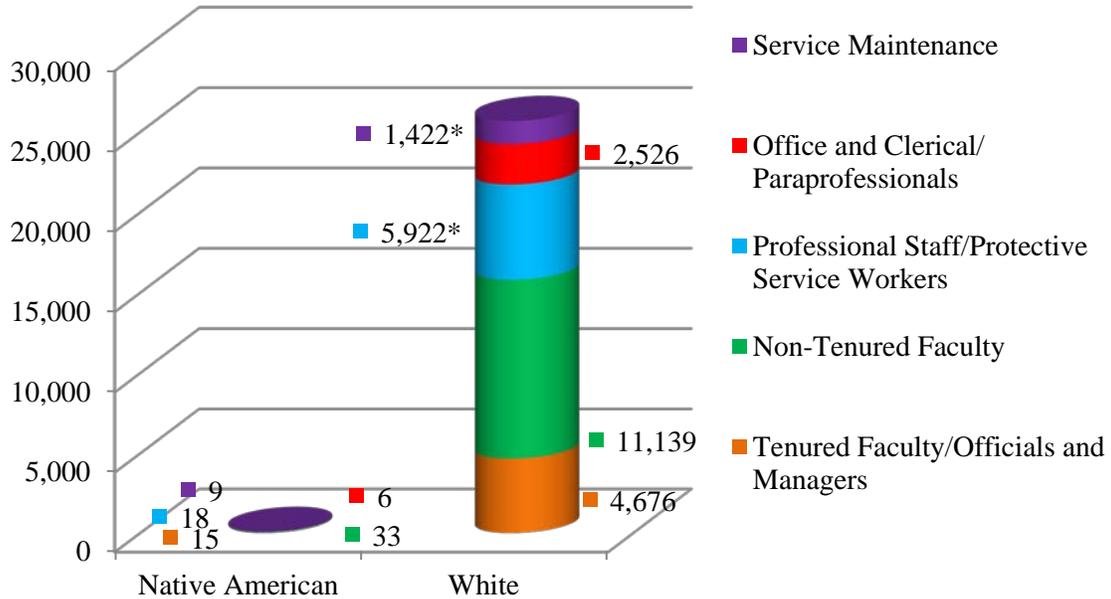
	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- Tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
<i>African American %</i>	<b>10.4%</b>	<b>7.8%</b>	<b>14.7%</b>	<b>15.5%</b>	<b>23.1%</b>
Number	634	1,167	1,339	598	605
<i>Hispanic/Latino %</i>	<b>4.8%</b>	<b>4.6%</b>	<b>11.2%</b>	<b>13.2%</b>	<b>15.2%</b>
Number	289	689	1,017	510	398
<i>Asian American %</i>	<b>3.7%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>2.9%</b>	<b>1.2%</b>
Number	224	581	325	113	32
<i>Nonresident Alien %</i>	<b>0.3%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>1.0%</b>
Number	18	50	48	10	26
<i>Native American %</i>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.2%</b>	<b>0.3%</b>
Number	15	33	18	6	9
<i>Pacific Islander %</i>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>
Number	4	14	11	3	3
<i>Two or More Races %</i>	<b>1.1%</b>	<b>0.7%</b>	<b>1.6%</b>	<b>0.7%</b>	<b>1.0%</b>
Number	66	103	148	28	25
<b><i>Minority Subtotal %</i></b>	<b>20.6%</b>	<b>17.6%</b>	<b>32.0%</b>	<b>32.8%</b>	<b>41.9%</b>
Number	1,250	2,637	2,906	1,268	1,098

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

In fiscal year 2020, Native American faculty and staff accounted for 0.2 percent of tenured faculty/officials and managers, 0.2 percent of non-tenured faculty, 0.2 percent of professional staff/protective service workers, 0.2 percent of office and clerical/paraprofessionals, and 0.3 percent of service maintenance employees. **Figure 1** shows the Native American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2020.

Faculty, staff, administrators, and board members at each community college accept the responsibility of meeting the needs and demands of the area community and their constituents. To thrive in the competitive higher education marketplace, community colleges have adopted a strong customer and community focus. Hence, the colleges continue striving to reflect the communities in which they are located.

**Figure 1**  
**Comparison of Native American Employees to White Employees**  
**at Illinois Community Colleges in Fiscal Year 2020**



\*Includes revised college figures

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

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

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

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## NATIVE AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

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## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Black Hawk College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	2	9	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	9
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

Recruiting in Native American focused resources

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Carl Sandburg College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

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

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

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

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

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Harold Washington College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	3	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Harold Washington College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Harold Washington College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Harry S. Truman College

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

Yes

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	5	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Truman College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Truman College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Kennedy-King College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	4	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	1
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Kennedy-King College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Kennedy-King College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Malcolm X College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	15	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Malcolm X College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Malcolm X College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Olive-Harvey College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	1	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Olive-Harvey College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Olive-Harvey College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Richard J. Daley College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	3	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Daley College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Daley College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### City Colleges of Chicago – Wilbur Wright College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	5	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

- Wright College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Wright College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

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

Internships      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### College of DuPage

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	22	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	17
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The College of DuPage Affirmative Action Officer receives a detailed monthly report that outlines new hires and promotions at the College. This report indicated the ethnicity of the individuals impacted by these changes.

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

The College proactively targets diversity job seekers through several methods. One method is increasing posting at diversity oriented specialty websites for example workplacediversity.com. In addition we use diversity and inclusion emails to target self-identified candidates through HigherEdJobs.com to widen our reach into the diversity population. We also post every position on sites included in the Professional Diversity Network which reaches multiple diversity oriented websites.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

Yes

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

Yes

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

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

**This section of the survey will list specific initiatives and focus on what your institution has**

**undertaken to further comply with the State of Illinois Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### College of Lake County

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	15
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The budget for diversity recruitment initiatives for diverse faculty and administrators is part of our general recruiting budget. Twenty-five to thirty percent of the recruiting budget is spent on diverse recruiting hiring initiatives.

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

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

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

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

The College has implemented new minimum diversity standards for applicant pool diversity and interview diversity. The diversity of the applicant pool must be a minimum of 15% diverse prior to the applicant pool being released. The applicants selected for interviews must be a minimum of 15% diverse. Exception process requires justification and approval, for example, how long was the pool open, what efforts were made to increase the diversity and why a request for an exception vs. a failed search.

The College implemented new search committee training and guidelines which includes training on hidden biases and cultural competency. The College has also included welcoming language on job postings and ads to highlight our commitment to diversity and inclusion. Search committee members serving on hiring committee must be committed to diversity, equity and inclusion in order to advance the College's Strategic Plan. The strategic plan addresses equity and diversity in hiring, retention, talent management and compensation and benefit practices.

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

The College provides opportunities for professional development through our career development, tuition waiver, staff training and development, career path identification, and Inclusive Leadership Academy to align with the College's values.

## Self-development training

Yes

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

To endorse and facilitate skills development, CLC provides an above market career development program, tuition reimbursement and tuition waiver to eligible employees for enrollment in career path directed coursework at educational institutions.

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

Yes

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Danville Area Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	3
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

no

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

All positions are publicly advertised. We send vacancy notices to area churches. Our search committees consist of a diverse group of employees.

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

None / Not applicable      Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

No

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

Yes

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

Yes

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

All employees are considered for promotion.

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Elgin Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	3
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

no

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Harper College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	12	1	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	12
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The total amount budgeted to recruit for diverse populations, including Native Americans, was \$13,325.84.

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

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

The Harper College Diversity and Inclusion Scorecard is a management accountability tool developed to support the institution's ongoing mission of fostering campus inclusion. The scorecard is comprised of four categories: Recruitment and Advancement, Retention, Service and Professional Development, and Student Opinion and Satisfaction – each of which is outlined in the operational definitions. These metrics while not exhaustive provide insight into areas in which the greatest impact can be made in creating a more inclusive campus both for employees and students.

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

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

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Heartland Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	5	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	10
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Work of the previously convened presidential task force on diversity and inclusion continued during FY20. Employment gaps for minority populations as related to the district population and student population were identified. An objective to increase multicultural equity among diverse student and employee populations was advanced as part of an EDI Scorecard.

The College is establishing an Assistant to the President for Equity, Diversity, and Inclusion position to further support efforts. This position will work collaboratively with HR staff to identify, monitor, and report on data related to closing this employment gap.

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

At the highest level, work is being done to establish Equity, Diversity and Inclusion as an institutional priority. More specifically, we can focus on broadly posting job opportunities to reach diverse populations, including potential Native American candidates. As appropriate, this could include advertising positions on diversity-oriented online job boards and websites. Applicant review team members receive training related to fair and equitable hiring practices. Additional in depth bias-related training could be incorporated to help ensure that applicants are advancing proportionally through the recruitment process. Strategies for retention can be further developed.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Seminars/workshops/conferences and other training
- Professional association memberships and publications
- Sabbaticals
- Tuition waiver/support

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Highland Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	1	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	3
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We allocate budget resources for recruitment of a diverse applicant pool, but don't allocate specific amounts for distinct underrepresented populations.

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

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

No

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

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

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

Community Linkages

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Central College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	8	2	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	6
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Illinois Central College (ICC) is committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment. The College maintains an Affirmative Action Plan written on an annual basis to reaffirm Illinois Central College is continuing commitment to the principles of equal employment opportunity and affirmative action, to increase and ensure the effectiveness of its programs, and to continue to monitor and evaluate the results.

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

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

- A. Maintaining the Faculty Fellow Program
- B. Targeted recruitment of HLC (Higher Learning Commission) qualified minority candidates

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

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

Yes

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

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

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges – District Office

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges – Frontier Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges – Lincoln Trail College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges – Olney Central College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Eastern Community Colleges – Wabash Valley College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with legal counsel

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Illinois Valley Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	20
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition waiver, continuing education classes, job shadow program, faculty development day, workshops, and support staff development day.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### John A. Logan College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	5	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Yes, the College employed a new diversity chair to oversee and lead the college wide recruitment initiatives. The new committee is establishing goals and objectives to serve underutilized job categories to be included in the staff recruitment plan

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

n/a

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Departments and union staff are allocated dollars to meet self development needs and/or professional development educational advancement.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### John Wood Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	5	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

- Suggest professional and personal connections with outside sources and people talk about the college being a good workplace and applying for positions.
- HR reviews returned EEO forms and suggests to search committees that some applicants might be interviewed based on merit, without noting the applicants are Native American.

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

- Qualified associate faculty may apply for full-time faculty positions when available. Full-time faculty are on a tenure track.
- Employees are encouraged to apply for any open positions they are qualified for.

Self-development training

Yes

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

- \* Regular employees and associate faculty may participate in related training held for employees and can participate in tuition waivers for JWCC classes.
- \* Faculty and associate faculty can participate in Faculty Senate.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Joliet Junior College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	9	4	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	11
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

JJC has a general budget for recruitment. JJC supports diversity & inclusion through a number of initiatives & efforts; using strategic recruitment sources, attending diversity job fairs, and alignment w/the College's Diversity and Inclusion plan.

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

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

The college conducted a cultural climate survey in SP 2019 to gather information from staff, faculty and students. This survey was used to develop the current DEI plan in which goals and objectives were formulated to address feedback from the survey. The college periodically conducts the PACE survey, most recently in SP2020. The College routinely runs metric reports which monitor applicant yield, provides demographic information on hiring/retention and helps shape initiatives and recruitment strategies.

To ensure a fair and equitable hiring process for all candidates, HR staff, as well as administrators and other hiring personnel receive "search committee" training prior to serving in a hiring (or recommendations ) capacity. In this training, the college's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed.

As a hiring manager is preparing for a search, they consult with the HR Employment Team who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be reexamined or the search may be canceled. The importance of the College's DEI plan is stressed to all managers and is to be utilized when conducting any search.

Additionally, exit interviews are conducted with HR and the exiting employee.

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

Both Human Resources and the President's Diversity & Inclusion Council are tasked with addressing any areas of underutilization of minority groups within faculty and staff classifications. Efforts to address underutilization include using targeted recruitment sources, attending diversity fairs, hosting inclusion events open to JJC and the public as well as other initiatives as directed by the College. Additionally, Human Resources analyzes all recruitment efforts regularly, measuring effectiveness of initiatives. These measurements include comparative analysis of minority applications/hires between fiscal years, turnover/retention metrics, application yield from recruitment sources and any other measurement that provides useful information for recruitment.

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

For Native American employees not part of the tenure system at your institution are the following

initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employees are encouraged to participate in self-development and professional development activities. The college allocates resources in each department as well as institutionally. Offer President's Academy for Leadership annually.

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

Yes

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

Yes

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

Accessibility to training, professional development, shared governance model encourages diversity among committee members. New initiatives being developed such a formal mentoring model.

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

Does your institution currently have a Native American Resource Center?

Yes

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

Yes

Native American Employment Plan Report  
Fiscal Year 2020

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

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

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

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Kankakee Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	1	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	5
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Yes, the Director of HR conducts an exit interview with each departing employee to learn of the reason(s) of the departure. This information is shared with the immediate supervisor and VP of Business Affairs. If concerning, it is also shared directly with the President.

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

It is one of the college's institutional priorities to have our staff and faculty be more representative of our district's demographics. HR is also in the process of developing training for screening committee members that will include implicit bias training, as well as the role the screening committee plays in the recruitment/hiring process.

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

Yes

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

Yes

For institutions with a Native American Resource Center and a Director or Coordinator for that NARC please provide a YES/NO response to the following questions regarding the NARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

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

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Kaskaskia College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	1
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Kishwaukee College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	6
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

The College has developed an Employee Leadership Program and offers skill development sessions. We hold supervisor forums for training. We have a Teaching & Learning Center for training and development. There is a budget for staff development.

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

Yes

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of Native

American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

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

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Lake Land College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

A demographic questionnaire is optionally provided form to all applicants. HE reviews these responses of each applicant pool.

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

Broad recruitment efforts using online and diverse recruitment venues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Opportunities made available to all staff for biannual staff development either internally or utilizing outside sources and conferences.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Lewis and Clark Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	5	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	6
<b>Total Native American faculty that experienced separation from the college</b>	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

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

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

The College is actively considering the addition of an elevated position within the leadership structure that focuses on the recruitment and retainment of minority employees on both the academic and support side of

the institution. In addition to concentrating on enhancing the current structure focused on D&I initiatives, the College will ideally be considering the diversification of budget and resources to supplement in this area.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Lincoln Land Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	5
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

LLCC has a budget for advertising position vacancies to all groups and at all position levels. For FY2020, LLCC spent \$69,646.57. Of this amount, \$1,045.00 was spent on advertising specific to the recruitment of minorities.

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

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

The Human Resources does review the demographics of applicants, interviewees, and new hires in relation to the EEO 4/5ths rule. The Human Resources office does an exit interview with departing employees and those responses are reviewed.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### McHenry County College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

McHenry County College collects recruitment and employment data by way of an Applicant Tracking and ERP Systems. Data relative to Native American applicants and/or employees is monitored and analyzed periodically by Talent Acquisition and Human Resources Administration Teams. Results of employment efforts and departures are shared with Hiring Chairs, Board of Trustees, Executive Leadership, and Search Committees and stakeholders.

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

Recommendations for increasing the number of Native American teaching/administrative staff are to continue to regularly monitor progress towards hiring and retaining Native American employees. Identify areas of opportunity for increased representation among employee classifications, share findings College administration. Human Resource Administration and Talent Acquisition partner with internal and external stakeholders to implement initiatives/activities which foster improvement (i.e. search committee activities, targeted job posting announcements, supportive new hire onboarding) . Provide Diversity, Equity, and Inclusion training for Hiring Chairs, Search Committees, and stakeholders.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Employee Benefits: Tuition Waiver for MCC credit courses, Tuition Reimbursement (books, fees, & courses); Pay incentives for completion of training/coursework. Variety of on campus training is delivered by the Employee & Faculty Development Teams.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Moraine Valley Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	2	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	8
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

MVCC does allocate budget for the recruitment of Native American faculty, staff, and other job classifications. The budget allocated for FY20 remained flat at \$4,000.

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

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

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

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

Moraine Valley should continue and increase recruitment and outreach efforts within Native American communities.

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Morton College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Morton College allocated \$70k for diversity recruitment; use the following sites- DiversityJobs.com, NativeJobs.org, WeHireWomen.com, VeteranJobs.net, DisabilityJobs.net, and AllLGBTJobs.com, MinorityNurse.com, HERC, Inside Higher Ed, Higher Ed Jobs

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

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

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

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

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

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Oakton Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	4	3	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	9
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$10,000 in FY20 on advertisement including: Native American magazine, Diverse Jobs, IMDiversity, Chicago Diversity, Minority Nursing, Inside Higher Ed, The Chronicle of Higher Education, Higher Ed Jobs Inc, and Tribal College Journal.

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Nominal Funds are available for prof. development, training, conferences. We provide internal

training/dvlpmnt opps, from Project Management workshops, High Impact Practice courses, Cultivating Meaningful Conversations to Cultural competency training

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Parkland College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	4
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

We recently partnered with an employment marketing company that helps us with marketing and recruiting more qualified candidates, including targeting diverse candidates and sources.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

We have a Center for Excellence in Teaching in Learning. We have a professional development committee for faculty and allocate funds for an individual's professional development.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Prairie State College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	2	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	6
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Prairie State College provides annual diversity training to employees. All positions require search committees. Additionally, PCS's Affirmative Action officer monitors all candidate searches and lists.

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

Prairie State College embraces and encourages diversity in the workplace. The college publishes available positions and recruits talent via national avenues.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

Yes

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

Yes

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

Prairie State College is an EEO employer. The college utilizes search committee process that ensures first level qualifications are met by candidates for employment.

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Rend Lake College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

The college continues to advertise in a variety of venues trying to reach a diverse population. We have programs in place in local high schools trying to reach minorities and encourage employment and post secondary education which could perhaps create a more future applicant pool in the near future.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Richland Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	1
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

We do not conduct specific studies. All employees have the opportunity to do an exit survey with a member of the human resources staff when departing from the College.

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

All employment opportunities are posted on the College's website as well as on our hiring system (PeopleAdmin). Most positions are advertised on diversity websites as well to encourage diverse candidate pools.

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

Community Linkages      Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

The opportunity for career options communications and discussions is built into the College's Performance Management System and processes. In addition, all position openings are provided to all staff, faculty and students.

Self-development training

Yes

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

Funding is available through allocated resources of the College's budget and through the Richland College Foundation. These funds are available to support career development and tuition reimbursement. In addition, we offer continuing training.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Rock Valley College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	187	260	2	3

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	78
<b>Total Native American faculty that experienced separation from the college</b>	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

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

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

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Sauk Valley Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	0	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	0
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

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

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

Internships      Mentorship of a new Native American Faculty      Tuition Reimbursement

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

**This section of the survey will list specific initiatives and focus on what your institution has**

**undertaken to further comply with the State of Illinois Native American Employment Plan.**

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Shawnee Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	2	6	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	5
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No we do not have internal studies or surveys surrounding this specifically.

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

We will focus on advertising and recruiting in areas more broadly than our local newspapers.

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

Internships

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

Employees with career ladder enhancement

Yes

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

Employees are encouraged to further their degree with the Advancing Shawnee program

Self-development training

Yes

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

Employees are allowed to attend training while on shift or can be excused for off campus sessions as necessary

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### South Suburban College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	2	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	7
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

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

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

Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Southeastern Illinois College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	7	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	3
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2020 budget allocation(s) for each of these recruitment initiatives for Native American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

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

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

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

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

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

Community Linkages      Mentorship of a new Native American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Southwestern Illinois College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	132	682	0	2

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	63
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

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

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

N/A

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through tuition assistance.

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Spoon River College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	1	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	2
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

No

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

Job Fairs and advertising

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Triton College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	3	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	5
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

No

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

1. Diverse hiring committees
2. Targeted advertising efforts
3. Training (cultural competency and implicit bias)

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

1. Tuition waiver & reimbursement benefits
2. Professional development workshops & seminars

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

## Native American Employment Plan Survey (SB 0727/P.A. 101-0534) Fiscal Year 2020

Public Act 101-0534 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote Native American faculty and administrative staff at state colleges and universities.

This report is required as part of the larger State Native American Employment Plan to improve the delivery of state services to Native Americans by increasing the number of Native American state employees serving in supervisory, technical, professional, and managerial positions.

### Waubonsee Community College

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

No

As of June 30, 2020, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total Native American faculty that received tenure	Total Native American faculty that did not receive tenure
<b>Total #</b>	6	0	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
<b>Total faculty that experienced separation from the college</b>	6
<b>Total Native American faculty that experienced separation from the college</b>	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

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

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

Waubonsee posts all its open jobs on various recruitment sites, social media sites and publications. We also attend and host job fairs and share job opportunities with diverse professional associations. Hiring managers are trained in effective interviewing of people from diverse backgrounds. Waubonsee is building a brand as a top employer in the area and building a culture of inclusiveness

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

Internships      Community Linkages      Mentorship of a new Native American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition Reimbursement

Certificate and Skills based training

Professional development budgets allowed by department

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

No

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

No

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

Does your institution currently have a Native American Resource Center?

No

UTILIZATION RATE FOR NATIVE AMERICAN FACULTY AND STAFF EMPLOYED  
IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2020 BY  
EMPLOYEE GROUP AND COLLEGE



Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	-0.5%	-0.1%	-0.5%	-0.5%	-0.5%	-0.3%
518	Carl Sandburg	1.6%	0.3%	-0.4%	-0.4%	-0.4%	0.1%
508	City Colleges of Chicago	(-0.2%)	(0.1%)	(0.0%)	(-0.1%)	(0.1%)	(0.0%)
	Harold Washington	NA	NA	NA	NA	NA	NA
	Harry S Truman	NA	NA	NA	NA	NA	NA
	Kennedy-King	NA	NA	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA	NA	NA
	Richard J. Daley	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
502	College of DuPage	0.3%	0.0%	0.0%	-0.1%	0.5%	0.0%
532	College of Lake County	-0.9%	-0.2%	-0.6%	-0.2%	-0.9%	-0.5%
507	Danville Area	-0.4%	0.5%	-0.4%	-0.4%	-0.4%	-0.1%
509	Elgin	-0.8%	-1.7%	-1.7%	-1.7%	-1.7%	-1.5%
512	Harper	-1.0%	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%
540	Heartland	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%
519	Highland*	2.9%	-0.3%	-0.3%	-0.3%	2.9%	0.5%
514	Illinois Central	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
529	Illinois Eastern	(-0.4%)	(-0.4%)	(0.0%)	(-0.4%)	(-0.4%)	(-0.3%)
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
530	John A. Logan	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%
539	John Wood	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
525	Joliet Junior	-0.5%	-0.3%	-0.5%	0.1%	-0.5%	-0.4%
520	Kankakee	-0.5%	-0.5%	0.4%	-0.5%	-0.5%	-0.3%
501	Kaskaskia	-0.4%	-0.4%	-0.4%	-0.4%	2.0%	-0.2%
523	Kishwaukee	-0.5%	0.2%	-0.5%	-0.5%	-0.5%	-0.2%
517	Lake Land	-0.3%	-0.3%	0.1%	-0.3%	-0.3%	-0.1%
536	Lewis and Clark	0.2%	-0.1%	1.1%	-0.3%	-0.3%	0.0%
526	Lincoln Land	-0.3%	0.0%	-0.3%	0.8%	-0.3%	-0.1%
528	McHenry County	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%
524	Moraine Valley	-0.9%	-0.9%	-0.9%	-0.9%	-0.9%	-0.9%
527	Morton	-1.4%	-2.7%	-2.7%	-2.7%	-2.7%	-2.4%
535	Oakton	0.3%	-0.7%	-0.8%	-0.8%	-0.8%	-0.6%
505	Parkland	-0.3%	-0.3%	0.1%	-0.3%	3.2%	0.0%
515	Prairie State	-0.9%	-0.9%	-0.9%	-0.9%	-0.9%	-0.9%
521	Rend Lake	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
537	Richland	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%	-0.3%
511	Rock Valley	0.5%	0.6%	-0.6%	-0.6%	-0.6%	0.1%
506	Sauk Valley	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%	-0.4%
531	Shawnee	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%
510	South Suburban	-1.1%	-0.8%	-1.1%	-1.1%	-1.1%	-1.0%
533	Southeastern Illinois	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%	-0.5%
522	Southwestern Illinois	-0.4%	-0.1%	-0.1%	-0.4%	0.7%	-0.1%
534	Spoon River	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%	-0.6%
504	Triton	-0.5%	-1.0%	-1.1%	-0.7%	-1.1%	-0.9%
516	Waubensee	<u>-0.7%</u>	<u>-0.7%</u>	<u>-0.1%</u>	<u>-0.7%</u>	<u>-0.7%</u>	<u>-0.6%</u>
	TOTALS	-0.3%	-0.4%	-0.4%	-0.4%	-0.3%	-0.4%

\*Includes revised college figures

NA = Data Not Available

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census,  
SIU-Edwardsville Department of Business/Economics

Illinois Community College Board

Table 7

SUMMARY OF NATIVE AMERICAN FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2020  
BY EMPLOYEE GROUP AND COLLEGE



Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	0	1	0	0	0	1
518	Carl Sandburg	1	1	0	0	0	2
508	City Colleges of Chicago	(1)	(6)	(6)	(1)	(3)	(17)
	Harold Washington	0	0	1	0	0	1
	Harry S Truman	0	0	0	1	0	1
	Kennedy-King	0	0	0	0	1	1
	Malcolm X	0	1	3	0	0	4
	Olive-Harvey	0	0	1	0	0	1
	Richard J. Daley	0	3	0	0	2	5
	Wilbur Wright	0	2	0	0	0	2
	District Office	1	0	1	0	0	2
502	College of DuPage	2	6	2	1	1	12
532	College of Lake County	0	5	1	1	0	7
507	Danville Area	0	1	0	0	0	1
509	Elgin	2	0	0	0	0	2
512	Harper	0	1	0	0	0	1
540	Heartland	0	0	0	0	0	0
519	Highland	2	0	0	0	1	3
514	Illinois Central	0	0	0	0	0	0
529	Illinois Eastern	(0)	(0)	(1)	(0)	(0)	(1)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	0	0	0	0	0
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	1	0	0	1
	District Office	0	0	0	0	0	0
513	Illinois Valley	0	0	0	0	0	0
530	John A. Logan	0	0	0	0	0	0
539	John Wood	0	0	0	0	0	0
525	Joliet Junior	0	1	0	1	0	2
520	Kankakee	0	0	1	0	0	1
501	Kaskaskia	0	0	0	0	1	1
523	Kishwaukee	0	1	0	0	0	1
517	Lake Land	0	0	1	0	0	1
536	Lewis and Clark	1	1	1	0	0	3
526	Lincoln Land	0	1	0	1	0	2
528	McHenry County	0	0	0	0	0	0
524	Moraine Valley	0	0	0	0	0	0
527	Morton	1	0	0	0	0	1
535	Oakton	2	1	0	0	0	3
505	Parkland	0	0	2	0	2	4
515	Prairie State	0	0	0	0	0	0
521	Rend Lake	0	0	0	0	0	0
537	Richland	0	0	0	0	0	0
511	Rock Valley	2	3	0	0	0	5
506	Sauk Valley	0	0	0	0	0	0
531	Shawnee	0	0	0	0	0	0
510	South Suburban	0	1	0	0	0	1
533	Southeastern Illinois	0	0	0	0	0	0
522	Southwestern Illinois	0	2	1	0	1	4
534	Spoon River	0	0	0	0	0	0
504	Triton	1	1	0	1	0	3
516	Waubonsee	0	0	2	0	0	2
	TOTALS	15	33	18	6	9	81

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.  
SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

SUMMARY OF TOTAL FACULTY AND STAFF  
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2020  
BY EMPLOYEE GROUP AND COLLEGE



Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	139	239	120	86	44	628
518	Carl Sandburg	50	150	155	15	16	386
508	City Colleges of Chicago	(861)	(1,645)	(1,682)	(431)	(745)	(5,364)
	Harold Washington	130	345	206	62	62	805
	Harry S Truman	94	228	316	67	94	799
	Kennedy-King	89	119	192	62	135	597
	Malcolm X	149	253	251	57	127	837
	Olive-Harvey	76	114	138	46	119	493
	Richard J. Daley	85	256	141	49	119	650
	Wilbur Wright	119	330	224	75	82	830
	District Office	119	0	214	13	7	353
502	College of DuPage	290	1,435	491	367	117	2,700
532	College of Lake County	243	772	375	147	105	1,642
507	Danville Area	79	118	171	35	21	424
509	Elgin	231	439	192	138	82	1,082
512	Harper	310	671	290	164	97	1,532
540	Heartland	157	317	275	41	12	802
519	Highland*	61	135	60	53	31	340
514	Illinois Central	231	496	493	120	105	1,445
529	Illinois Eastern	(169)	(358)	(267)	(66)	(40)	(900)
	Frontier	28	140	26	12	5	211
	Lincoln Trail	24	65	59	17	13	178
	Olney Central	53	68	47	14	9	191
	Wabash Valley	41	81	85	15	9	231
	District Office	23	4	50	8	4	89
513	Illinois Valley	78	183	104	62	17	444
530	John A. Logan	93	197	86	66	44	486
539	John Wood	61	137	79	37	15	329
525	Joliet Junior	254	595	391	185	155	1,580
520	Kankakee	102	170	117	71	20	480
501	Kaskaskia	91	201	68	39	42	441
523	Kishwaukee	86	163	130	34	30	443
517	Lake Land	135	263	271	78	31	778
536	Lewis and Clark	172	381	70	176	52	851
526	Lincoln Land	171	319	262	93	51	896
528	McHenry County	144	351	98	111	14	718
524	Moraine Valley	194	631	178	189	79	1,271
527	Morton	76	200	104	36	43	459
535	Oakton	172	584	260	82	82	1,180
505	Parkland	180	407	495	54	57	1,193
515	Prairie State	108	301	172	188	24	793
521	Rend Lake	76	149	109	30	80	444
537	Richland	102	135	76	31	12	356
511	Rock Valley	187	260	128	100	28	703
506	Sauk Valley	51	117	51	40	21	280
531	Shawnee	45	111	49	22	3	230
510	South Suburban	110	266	122	67	27	592
533	Southeastern Illinois	47	116	52	11	4	230
522	Southwestern Illinois	132	682	366	39	97	1,316
534	Spoon River	48	80	43	24	5	200
504	Triton	156	690	306	228	78	1,458
516	Waubonsee	176	490	332	108	94	1,200
	TOTALS	6,068	14,954	9,090	3,864	2,620	36,596

\*Includes revised college figures

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

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