



**AFRICAN AMERICAN EMPLOYMENT PLAN
REPORT**

FISCAL YEAR 2021

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African American Employment Plan Report
Fiscal Year 2021

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Table of Contents

Introduction..... 4

Map of Illinois Community Colleges 5

Demographic Information..... 6

African American Employment Plan Survey Results..... 12

Utilization Rate for African American Employees in Illinois Public Community Colleges148

Summary of African American Employees in Illinois Public Community Colleges.....149

Summary of Total Employees in Illinois Public Community Colleges Colleges.....150

Bibliography151

African American Employment Plan Report
Fiscal Year 2021

INTRODUCTION

The enclosed materials contain fiscal year 2021 (July 1, 2020 through June 30, 2021) responses from Illinois' public Community College System to the *African American Employment Plan Survey* ([Public Act 096-1341](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of African American persons at supervisory, technical, professional and managerial levels.

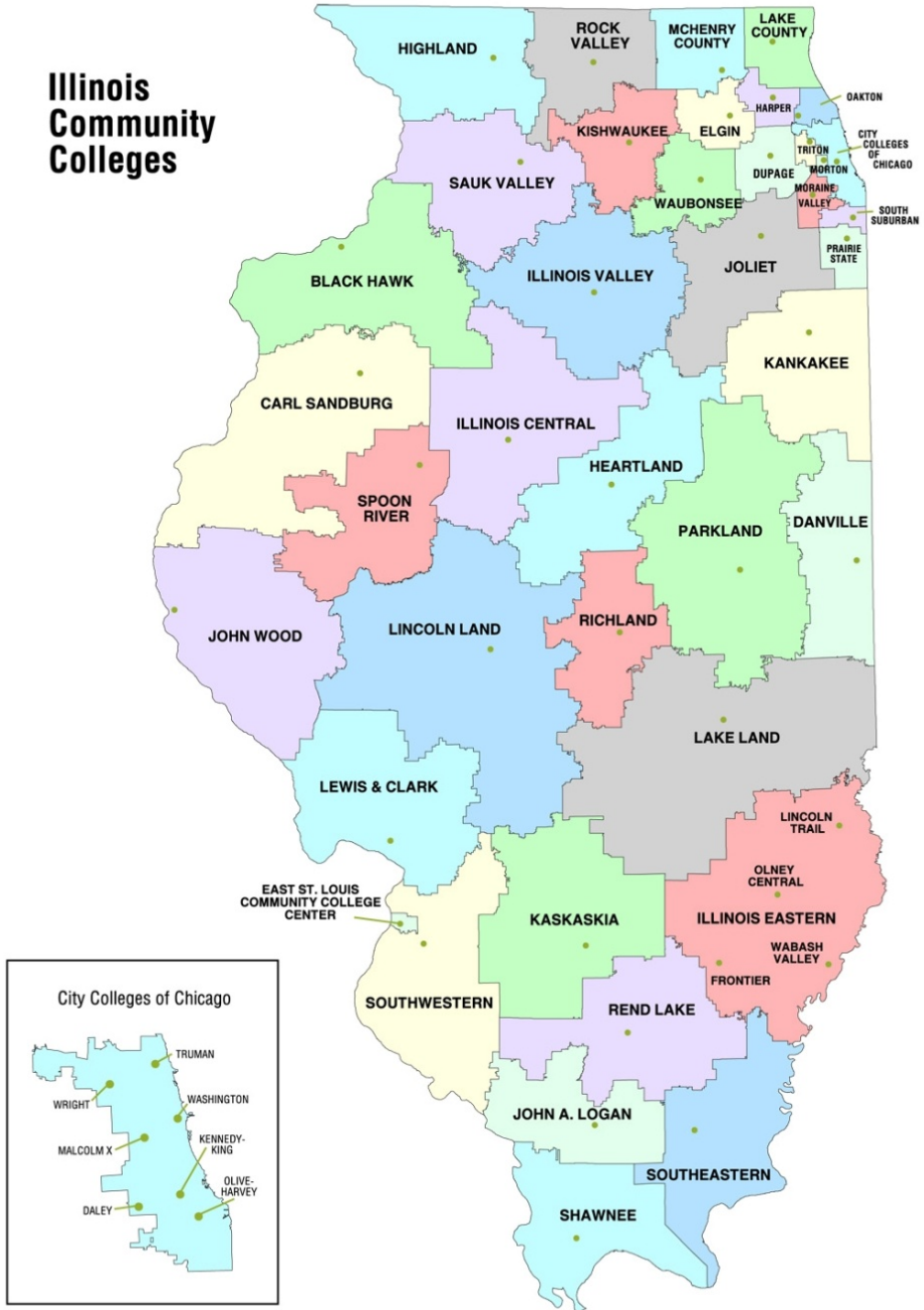
Fiscal year 2021 is the twelfth year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are African American. The report compliments activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements in [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 *Asian American Employment Plan Survey* ([Public Act 097-0856](#)), the *Native American Employment Plan Survey* ([Public Act 101-0534](#)), 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 Asian Americans, Native 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 *African American Employment Plan Survey Report* begins with demographic information about the state of Illinois, and annual community college credit program enrollments, completions, and staffing. Then individual college responses to standardized surveys addressing components of the legislation are provided. These surveys were adapted from forms developed by the State of Illinois' Department of Central Management Services. The Illinois Board of Higher Education collects similar information for the public four-year universities.

African American Employment Plan Report
Fiscal Year 2021

MAP OF ILLINOIS COMMUNITY COLLEGES

Illinois
Community
Colleges



DEMOGRAPHIC INFORMATION

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

State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.81 million in 2020 compared to 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010](#), enter Illinois, and [2021 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 3.2 percent between 2000 and 2020. The state population, however, decreased 0.1 percent between 2010 and 2020. Illinois' 2020 census estimate shows that Whites/Caucasians remained the largest race/ethnicity group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2020, as the percent of Caucasians decreased from 70.9 percent to 61.4 percent of the population ([U.S. Census 2000 Illinois](#) and [2021 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2020.
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The race/ethnicity data collection methodology changed for the 2000 census and continued in the 2020 census data. The 2020 census data showed that 8.9 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race**" column in [Table 1](#). The question on Hispanic ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,337,410 in 2020 ([U.S. Census 2000 Illinois](#) and [2021 Index of Need](#) Table 1).

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

African American Employment Plan Report
Fiscal Year 2021

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

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian* American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2010	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
2020	61.4%	14.1%	5.9%	0.8%	17.8%	18.2%

*Includes Pacific Islander

**Includes two or more races

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

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

Race/Ethnicity Distribution in Community College System Credit Programs

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

African American students—47,608 in fiscal year 2021—constitute the second largest minority group enrolled in the Illinois Community College System.

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

Student race/ethnicity representation varies across broad program areas (PCS). **Table 2** contains information about the race/ethnicity distribution of Adult Education [Adult Basic Education (ABE) and Adult Secondary Education (ASE)] and English-as-a-Second Language (ESL) enrollments. Minority students accounted for over three-fourths (77.0 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2021, Hispanic students accounted for over fifty percent of Adult Education enrollments and African American students for nearly one-fifth of those enrollments (51.4 percent and 19.5 percent, respectively). Additionally, minority students accounted for about eight out of every ten (82.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2021. Hispanic students accounted for

African American Employment Plan Report
Fiscal Year 2021

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

Table 2
**Fiscal Year 2021 Minority Students Enrolled in Adult Education
and English as a Second Language Programs**

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

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

Table 3 provides the distribution of minority students enrolled in Transfer and Career and Technical Education (CTE) programs. During fiscal year 2021, minorities comprised over two-fifths (44.4 percent) of Transfer enrollees. An examination of each minority race/ethnicity group’s representation across the Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (22.7 percent), followed by African American students (11.1 percent), Asian American students (6.1 percent), students of Two or More Races (3.4 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). **Table 3** also shows that over one-third of students enrolled in CTE programs were members of a minority group (38.2 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 19.5 percent of the population. African American students had the second largest CTE program enrollment (11.0 percent), followed by Asian American students (4.2 percent), students of Two or More Races (2.6 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

Table 3
**Fiscal Year 2021 Minority Students Enrolled in Transfer
and Career and Technical Education Programs**

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

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

The following section of the report supplies information about the race/ethnicity characteristics of students who graduated in fiscal year 2021. It provides a point-in-time or cross-cutting count of the number of degrees and certificates awarded to minority students within the Illinois Community College System during fiscal year 2021.

African American Employment Plan Report
Fiscal Year 2021

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

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

students accounted for 43.4 percent of Transfer graduates, compared to 37.2 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (51.2 percent, N = 5,990), while 29.2 percent (N = 3,419) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (25.0 percent), followed by African American students (9.1 percent), Asian American students (4.8 percent), students of Two or More Races (3.1 percent), Nonresident Alien students (1.1 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2021 proportional representation of the African American Transfer graduates (9.1 percent) was lower by 0.7 percentage points from the prior year (9.8 percent). Hispanic students accounted for the largest minority group for completions in CTE programs (19.6 percent), followed by African American students (10.1 percent), Asian American students (4.1 percent), students of Two or More Races (2.5 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). The fiscal year 2021 proportional representation of the African American CTE program graduates (10.1 percent) was lower by 1.6 percentage points from fiscal year 2020 (11.7 percent).

Table 4
Fiscal Year 2021 Minority Student Completers in Transfer and Career and Technical Education Programs

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

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

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

African American Employment Plan Report
Fiscal Year 2021

Table 5
Fiscal Year 2021 Minority Faculty and Staff in Illinois Community Colleges

	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
<i>African American %</i>	10.9%	7.5%	14.1%	14.0%	22.8%
Number	653	1,010	1,138	491	541
<i>Hispanic/Latino %</i>	5.1%	4.7%	11.7%	14.2%	15.8%
Number	304	627	941	496	374
<i>Asian American %</i>	3.8%	4.1%	3.7%	3.1%	1.3%
Number	229	556	299	109	30
<i>Nonresident Alien %</i>	0.2%	0.3%	0.3%	0.3%	0.9%
Number	14	40	27	11	22
<i>Native American %</i>	0.2%	0.2%	0.2%	0.2%	0.4%
Number	14	30	16	7	9
<i>Pacific Islander %</i>	0.1%	0.1%	0.1%	0.1%	0.2%
Number	7	7	7	3	4
<i>Two or More Races %</i>	1.0%	0.8%	1.5%	0.9%	0.8%
Number	58	106	124	30	19
<i>Minority Subtotal %</i>	21.4%	17.7%	31.7%	32.8%	42.2%
Number	1,279	2,376	2,552	1,147	999

*Includes revised college figures

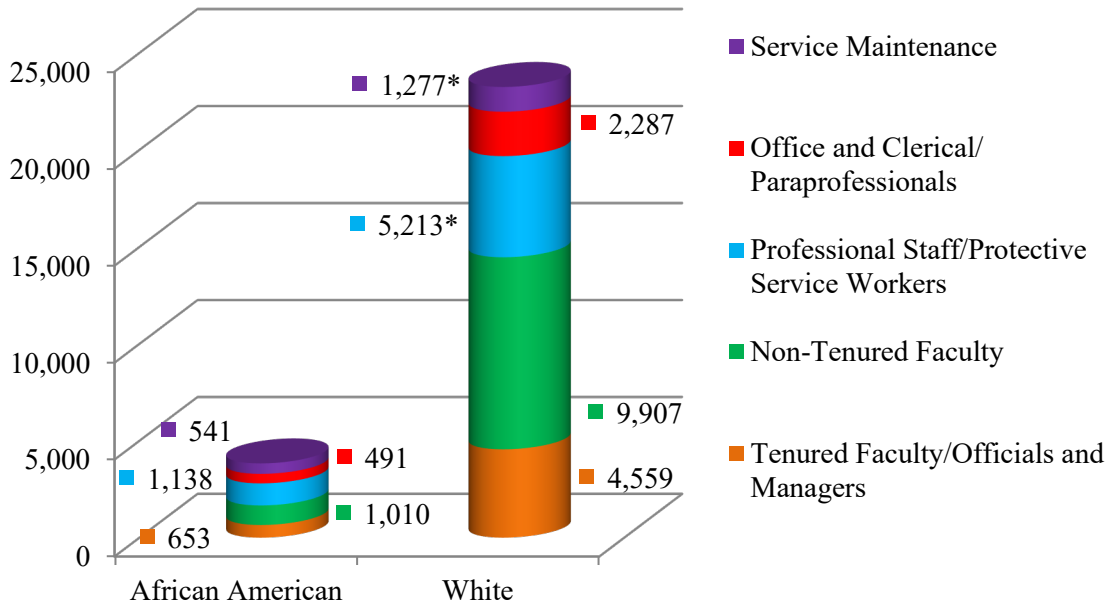
SOURCE OF DATA: ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the African American Employment Plan Survey, Asian American Employment Plan Survey, and the Hispanic Employment Plan Survey.

In fiscal year 2021, African American faculty and staff accounted for 10.9 percent of tenured faculty/officials and managers, 7.5 percent of non-tenured faculty, 14.1 percent of professional staff/protective service workers, 14.0 percent of office and clerical/paraprofessionals, and 22.8 percent of service maintenance employees. **Figure 1** shows the African American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2021.

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

African American Employment Plan Report
Fiscal Year 2021

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



*Includes revised college figures

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

An important component of the African American Employment Plan Report is identifying the Community College District Utilization Rate for African American employees. It was calculated as each college’s percentage of overall African American district population (16 years and older) minus the percentage of African 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 African 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 African American Employment Plan Survey ([Public Act 096-1341](#)). College responses appear in alphabetical order by college name. Information was collected on African American employees, funded positions, and African American employment initiatives at Illinois community colleges.

African American Employment Plan Report
Fiscal Year 2021

AFRICAN AMERICAN EMPLOYMENT PLAN RESULTS

Black Hawk College.....	13
Carl Sandburg College.....	15
City Colleges of Chicago.....	18
College of DuPage.....	39
College of Lake County.....	42
Danville Area Community College.....	46
Elgin Community College.....	49
Harper College.....	52
Heartland Community College.....	55
Highland Community College.....	58
Illinois Central College.....	61
Illinois Eastern Community Colleges.....	64
Illinois Valley Community College.....	74
John A. Logan College.....	76
John Wood Community College.....	79
Joliet Junior College.....	82
Kankakee Community College.....	86
Kaskaskia College.....	89
Kishwaukee College.....	91
Lake Land College.....	94
Lewis and Clark Community College.....	96
Lincoln Land Community College.....	99
McHenry County College.....	102
Moraine Valley Community College.....	105
Morton College.....	108
Oakton Community College.....	111
Parkland College.....	114
Prairie State College.....	116
Rend Lake College.....	119
Richland Community College.....	122
Rock Valley College.....	125
Sauk Valley Community College.....	128
Shawnee Community College.....	130
South Suburban College.....	132
Southeastern Illinois College.....	135
Southwestern Illinois College.....	138
Spoon River College.....	140
Triton College.....	142
Waubonsee Community College.....	145

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Black Hawk College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	6	9	0	0

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

Black Hawk College utilizes an approved hiring process that provides equality for all candidates and employees. BHC monitors employment actions and decisions and adjusts procedures as needed to avoid practices that may lead to disparate treatment/impact of any minority group.

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

staff at your institution.

Advertising using diverse resources. This last year Black Hawk College purchased an additional Diversity package in HigherEdJobs.com and we have started using a resource, HireClick, that sends postings to a number of different hiring platforms including diverse sites.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Black Hawk College has a Professional Development fund that all employees have access to annually to provide assistance with professional development and tuition costs.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Black Hawk College implemented a new Strategic Plan for FY 2022 - 2024 that has a strong focus on "Embracing Diversity, Equity and Inclusion As Part of Who We Are". The College has been working in partnership with Culture Partners to refocus the College cultural beliefs.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Carl Sandburg College

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

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

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

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for African 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 African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

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 African 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 African 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 African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Carl Sandburg College strives to accurately assess the needs of communities in the district in order to develop programs of support. As such, the College employs a Coordinator of Diversity and Inclusion. This position develops relationships within the community. Student enrollment and participation in The Women of Character, Men of Distinction, Black Student Association, Hispanic Latino Student Association, Gay-Straight Alliance student groups has increased.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Harold Washington College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	2	1	1

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Harold Washington College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Harold Washington College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Harold Washington College strictly enforces its EEO policy, prohibits unlawful discrimination

on the basis of race, national origin and all other legally protected categories

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Harry S. Truman College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	4	0	0

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

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Truman College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Truman College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race,

national origin and all other legally protected categories.

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs
- A specialized committee meets regularly to ensure that Truman is creating a diverse and inclusive environment for students, faculty, and staff.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Kennedy-King College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	1	1	1

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Kennedy-King College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Kennedy-King College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Kennedy-King College strictly enforces its EEO policy, prohibits unlawful discrimination on

the basis of race, national origin and all other legally protected categories

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Malcolm X College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	14	1	8

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Malcom X College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Malcolm X College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Malcolm X College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of

race, national origin and all other legally protected categories

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Olive-Harvey College

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

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

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

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Olive-Harvey College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Olive-Harvey is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Olive-Harvey strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race,

national origin and all other legally protected categories

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Richard J. Daley College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	2	1	1

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Daley College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Daley College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Daley College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race,

national origin and all other legally protected categories.

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

City Colleges of Chicago – Wilbur Wright College

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

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

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

- Wright College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit, retain and promote qualified minorities. Wright College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race,

national origin and all other legally protected categories

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

To increase the African 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 African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages

- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

College of DuPage

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

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

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

	Total #
Total faculty that experienced separation from the college	11
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

staff at your institution.

The College conducts a diversity advertising strategy that proactively reaches out to diverse populations through publications and email directed toward the specific population. Specific outreach is done through diversity emails on all full time positions and specific minority publications such as blacknursing.com, BlacksInHigherEd.com, of JBHE.com (Journal of Blacks in Higher Ed). In addition, we post every position on Professional Diversity Network which reaches multiple diversity oriented web sites and Diversityjobs.com.

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

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 African American employees to report for your institution?

Yes

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

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

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The College of DuPage formed the Equity and Access Team in collaboration with the Partnership for College Completion Equity in Attainment Initiative (<https://partnershipfcc.org/2020ep>) to improve student outcomes and close completion gaps. As part of that effort, the Equity and Access Team established a subteam to develop a comprehensive Multicultural Center at College of DuPage to foster greater persistence and close completion gaps for our Black, Latinx, low income, and disproportionately underserved students.

We continue to develop and analyze metrics for African American students.

Support student completion for African American students.

Enhance and expand opportunities for African American students.

Develop and track quantitative and qualitative data from students.

Continue to foster a culture of inclusiveness for students, employees and the community through programs, activities, policies, and procedures.

Increase College of DuPage's exposure and partnerships.

The Latino Outreach and Student Diversity Centers will develop a crucial conversation hub (meeting room)

with access to culturally relevant literature, research stations, and a space to gather that promotes belonging. It will also provide relevant awareness programming to increase minority student enrollment, retention, and academic success rates.

The preexisting Inclusive Excellence Peer Mentoring Program which has now served over 175 students will expand in 2022 to include an African American Male Mentoring Program.

Continue to increase Minority student club outreach through the Black Student Alliance Club.

Collaborate with all COD departments to develop and implement Student Diversity enrichment series which will include: student panels, Town Hall discussions, video talk shows, and student professional days.

Increase retention rates of currently enrolled underrepresented student population.

Establish a student focused diversity, equity, and inclusion advisory committee.

Established a Diversity Gallery to engage students in multicultural, social justice, and equity learning via images and art.

Implemented SpeakOut/SHIFT - Race, Power, & Privilege E-Course for students.

This powerfully-packaged experience helps students tap into their imagination to grow and thrive in a diverse campus setting. This e-course is available for FREE to current College of DuPage students.

Students are invited to enroll in the e-course and participate independently, as a self-selected team, or in small groups.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African 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 an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC 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.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

College of Lake County

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

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

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

	Total #
Total faculty that experienced separation from the college	11
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

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 African American teaching/administrative staff at your institution.

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

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The College of Lake County (CLC) Multicultural Student Center supports African American students, which helps ensure that African American student feel welcome and connected to CLC faculty, staff and other students.

The College has formed partnerships with different organizations, organize events and programs for African American students and parents. Partnership with the NAACP ACT-SO (Afro Cultural Technology Science Olympics) and site Black Student Union programs to support students. Intentionally engage community members and site staff to actively recruit and connect African American students to the program and their goals.

Advisors regularly engage in professional development and trainings related to diversity, equity and inclusion and supporting our African American student population.

The College has sought funders and grants to underwrite the fees/tuition of high school African American youth to attend Explore and Engage academic enrichment classes and experiences.

The College has built alliances with workforce partners in high-demand fields across industry sectors to develop new credentials, expand capacity of existing programs and leverage apprenticeships to meet regional workforce needs across all campuses, emphasizing manufacturing, healthcare, information technology and education talent pipelines.

The College has developed enrollment and talent pipelines at all campus locations, through middle school engagement, dual credit pathways, adult education pathways, transfer pathways and apprenticeship programs.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African 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 an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC 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.)

Is the center Director/Coordinator African American?	YES
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Does the center Director/Coordinator assist in the recruitment of African American students?	YES
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Danville Area Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

Continue to work with our Chief Diversity Officer to determine ways to recruit African American faculty.

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

Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 offer and encourage professional development to all employees.

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

Yes

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

We continue to recruit in predominant African American churches, and all public sites to invite all qualified individuals to apply.

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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

TRIO program, Tool box program, which is designed to help and promote African American male students, diversity programs and Jaguar All Star program to promote diversity and student success. Our high school middle college program helps high school students at risk of dropping out of high school, graduate from their local high school and begin taking college courses.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Elgin Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

no

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

n/a

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Black History Month continues to be offered each year. A variety of events for students, staff & the community are hosted by the college. The Black Student Achievers (BSA) club continues to serve students interested in African-American and African cultures. BSA promotes education, diversity, and community through discussions, outings, workshops, and social events. Since 2015 the Welcome Reception for African American students. The event is held at the beginning of each semester. It gives new students, returning students & employees an opportunity to network and reinforce that as a community we are here to support each other. In 2017, the name of the event was changed to African-American CONNECTION to emphasize the importance of connecting with others to successfully navigate the journey of college. The HBCU Fair exposes students to 4 year institutions that they may have not considered as a transfer options. Representatives and alumni from HBCUs attend the fair to discuss academic programs, financial assistance and other resources at their respective institutions. Performances are also given by Black Fraternities and Sororities. The peer to peer mentoring program is designed for students to support other students. In addition, the program brings in speakers from the college & community on subjects like “how to talk to a professor” & “how to be an excellent student in the classroom.” The first annual Black Student Recognition Ceremony was held in April 2019 to recognize African-American students who were academic scholars (honors list, dean’s list, and president’s list). The ceremony was created to highlight African-American academic achievement, challenge common narratives about African-American deficiencies rather than abilities, & encourage African-American students to achieve at their maximum potential. For the first time during the college’s history, 2 African American History courses were approved by ICCB as IAI general education courses. The African-American Student Goal Completion Task Force of the college’s Achieving the Dream (AtD) Student Success Infrastructure Council began advocating for these in 2017, working with the academic deans of Liberal, Visual & Performing Arts for course approval, hiring of faculty to the courses, and promoting the courses. Although the primary target population for these courses are African-American students, all students can benefit from these courses by becoming more knowledgeable about the authentic history of African-Americans in the US and developing a deeper understanding of how “race” is socially constructed & its impact on educational, political, social, & economic structures and hegemony. We joined the TRIUMPH (Transforming & Inspiring

Undergraduate Men Pursuing Higher Education) Program, along with two other Hispanic and Minority-Serving area community colleges in spring 2019. These colleges have come together to collaborate and implement the TRIUMPH Expansion Initiative, a five-year grant program funded by ECMC Foundation, in order to increase the retention, transfer and/or graduation rates of minority males (men of color) at each of their respective institutions. The goal is to recruit a total of 250 - 500 men of color at each college by year five. The goals of the TRIUMPH program: addressing the significant opportunity gap for minoritized males who are the first in their family, and often first in their community, to pursue higher education; ensuring post-secondary persistence, completion and/or transfer through intensive mentoring and targeted workshops designed to increase social, emotional and non-cognitive barriers to success; helping minoritized male students realize and expand their potential; and creating a collegial environment to develop a sense of trust and mutual encourage men. The college doesn't have a dedicated AARC, students who are members of Black Student Achievers (BSA) have cubicle space in the Student Life Office.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Harper College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	10	0	0	0

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

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for African 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 diverse applicants was \$26,723.60. Of that, \$10,462.40 was specifically budgeted to recruit African American applicants. Ads were posted on sites such as AABHE, BCALA, NOBLE and NABJ.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

While Harper does not conduct internal studies on recruitment of African American employees at this time, the College is placing increasing emphasis on the recruitment and retention of people from underrepresented groups, including African Americans. Diversity statistics are created at each step of the faculty and administrator search process to inform hiring managers. Exit interviews are conducted electronically with departing employees and the reasons for leaving are assessed.

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

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

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

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

Mentorship of a new African American Faculty

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need

of African American students and public that may want access to your institution.

Many strategies have been put in place to not only reduce achievement gaps for specific populations, but also to raise achievement levels of all students. Those initiatives include closer curriculum alignment work with our district high schools, multiple measures for placement, developmental education reform, creation of a first-year seminar course, and a new case management academic advising approach. With our new case management advising model, all new degree-seeking students are assigned an advisor upon entry who stays with that student until completion. The advisor helps the student to develop a semester-by-semester academic plan to meet intended goals and serves as a point person to guide the student through their Harper experience. Within this case management advising model, we are attending to our African American students in a few ways: a) we have hired African American advisors, b) advisors are able to sort their caseloads by race/ethnicity so they can identify these students and provide more intrusive assistance, if needed, and c) our new, credential-seeking African American students are included in our Early Alert system. Via Early Alert, faculty members can share notes of concern and/or kudos about a student's progress in class. Those notes go to the student and the assigned advisor so that the three may work as a team to promote the student's success. The College provides programs such as Summer Launch, One Million Degrees and the Women's Program which are targeted at assisting populations of traditionally underrepresented students. Each program provides additional supports and financial assistance to students participating in those programs. The College has emergency funds available to all students, as well as Hawks Care resources - free food, school supplies, and lunch/grocery/gas cards.

Admissions Outreach works with the district 211, 214 and 220 to host a black teen summit at Harper College during the spring semester. Due to the Covid pandemic, the event was put on hold and will be conducted in 2022 as a virtual event for students.

Admissions Outreach and the Marketing Services team developed and launched a series of events for students called Destination Harper. These events ran virtually throughout the year and featured a variety of topics. One session was developed specifically for the underrepresented student population entitled:

Black and LatinX students: Empowered to succeed at Harper

In this session, students and families were able to meet Black and Latinx faculty, staff members, and learn about ways to enrich their experiences through educational and extracurricular programming. The college received over 70 rsvp for the sessions with 10 families/student attending. Lastly, African American students have the opportunity to engage as an affinity group through our Black Student Union, a recognized student organization on campus.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Heartland Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

- Seminars/workshops/conferences and other trainings (including LinkedIn Learning access for professional development)
- Professional association memberships and publications
- Sabbaticals
- Tuition waiver/support

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Outcomes of the presidential task force on diversity and inclusion include the establishment of an EDI

scorecard, with a goal to identify and reduce barriers to access and equity for traditionally underrepresented populations, including African American students. This ties closely with ongoing work of the College's strategic enrollment management plan.

The College continues to create and participate in trainings, programs, and events that support diversity and inclusion. These experiences are being collected and organized across campus through the ALL-INclusive initiative.

The Black Student Union continues to promote educational success and prosperity in the lives of all members. They hope to accomplish this by holding workshops for students' academic needs, by having peer-to-peer mentorship, and by having successful African American guest speakers give informative lectures. Another aim is to promote unity among peers, and serve as a place for others, not of that culture, to learn.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Highland Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

Highland allocates budget resources for recruitment of a diverse applicant pool, but the College doesn't allocate specific amounts for distinct underrepresented populations.

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

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

institution?

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

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

Highland continues to try different recruitment venues to reach a more diverse candidate pool, including African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Applied for an Educational Opportunity Center (EOC) TRiO grant
- Considering application for a second Upward Bound program to expand service in the region
- Discussions around marketing and campus support taking place as part of our strategic planning efforts that are underway

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Central College

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

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

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

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

Illinois Central College (ICC) allocated a total of \$136,112 for recruitment activities including staff.

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

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

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

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

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

A. Maintaining the Faculty Fellow Program

B. Targeted recruitment of Higher Learning Commission (HLC) qualified candidates

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

Internships Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 African American employees to report for your institution?

Yes

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

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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The following goals are part of the College's FY'21 strategic initiatives:

- A. Early College in both CTE and General Education Programming
- B. Increase the number of Early College opportunities for students in underserved dual credit schools
- C. Increase the number of strong start agreements across the school districts served by ICC

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Eastern Community Colleges – District Office

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

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

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

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

n/a

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

n/a

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Eastern Community Colleges – Frontier Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

N/A

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Eastern Community Colleges – Lincoln Trail College

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

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

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

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

N/A

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Eastern Community Colleges – Olney Central College

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

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

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

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

N/A

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Eastern Community Colleges – Wabash Valley College

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

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

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

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

N/A

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Illinois Valley Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	36
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition waiver & reimbursement, continuing education classes, faculty development day, workshops, and support staff development day.

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

All job postings adhere to a strict process in which HR instructs and reviews all committee processes to ensure that all populations are fairly represented.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

John A. Logan College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	6	1	0	0

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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

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

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

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

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

We have started posting vacancies in new diverse outlets and job boards. Our hiring policies have also recently been updated to ensure diversity in the candidate pool.

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

Community Linkages Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Objectives have been established within the diversity committee and plans are in place for a diversity challenge for students, faculty/staff, and the public.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

John Wood Community College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	26	146	0	1

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

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 suggest to search committees that some applicants might be interviewed based on merit, without noting the applicants are African American.

AAIMtrackpro using Job Posts allowing postings to go to specified diverse job boards targeting the African American population.

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

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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. Only full-time faculty are on a tenure track.

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

Self-development training

No

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 African American employees to report for your institution?

Yes

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

Reports are provided to administration regarding numbers of staff. Discussion is ongoing as to ways to increase African American staff.

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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

JWCC does not currently have increasing numbers or need of African American students and public accessing the institution.

A plan will be developed when there is an increase.

All services and activities are available all students and public regardless of their race or ethnicity.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Joliet Junior College

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

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

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

	Total #
Total faculty that experienced separation from the college	11
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

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

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

The college conducted a cultural climate survey in SP 2019 to gather information from staff, faculty and students. This survey was used to develop the current DEI plan in which goals and objectives were formulated to address feedback from the survey. The college periodically conducts the PACE survey, most recently in SP2020 and SP2021, utilizing the diversity subscale questionnaires during the past two surveys. The College routinely runs metric reports which monitor applicant yield, provides demographic information on hiring/retention and helps shape initiatives and recruitment strategies.

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

As a hiring manager is preparing for a search, they consult with the HR Employment Team who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be reviewed by a member of the HR team, or the search may be canceled.

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

Additionally, exit interviews are conducted with HR and the exiting employee. Attrition is analyzed collectively and individually and shared with key leaders.

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

Human Resources, the Office of DEI, and the President's Diversity & Inclusion Council are tasked with addressing any areas of underutilization of minority groups within faculty and staff classifications. Efforts to address underutilization include using targeted recruitment sources, attending diversity fairs, hosting inclusion events open to JJC and the public as well as other initiatives as directed by the College.

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

For 2021/2022, Collaboration with hiring managers and faculty on efforts to draw diverse talent. Leverage internal relationships with Student Services and Career Services for targeted outreach campaigns with HBCU and HSI; connect with local chamber of commerce, economic development groups, churches and non profit groups serving populations with disabilities, women and veterans. Leverage targeted distribution lists, associations and targeted journals for targeted recruiting.

Additionally, Human Resources and the Office of DEI analyze all DEI efforts regularly, measuring effectiveness of initiatives and key performance indicators. These measurements include comparative analysis of minority applications/hires between fiscal years, turnover/retention metrics, application yield from recruitment sources and any other measurement that provides useful information for recruitment.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

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

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

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The Office of Multicultural Student Affairs (OMSA) provides outreach/recruitment, advising, cultural resources and leadership opportunities to attract and retain diverse student populations.

1. Provide tailored outreach and recruitment activities to matriculate students and assist in their appropriate transition to college through the following:

- a. Targeted recruitment and outreach activities throughout District 525 that include high schools, CBO's, and churches that serve minority populations including African-American students.
- b. Sponsor a minority male mentoring initiative entitled B2B to provide a safe virtual space for male students of color to thrive both academically and personally as they navigate the college environment.
- c. Through the President's Diversity and Inclusion Council, a sub-committee was formed with representation from various departments across Joliet Junior College including the Office of Multicultural Student Affairs to address African-American enrollment and student attrition through the efforts of the African-American Retention Committee.

The College does not have an AARC. However, the Office of Multicultural Student Affairs (OMSA) provides outreach, academic guidance, personal support, cultural resources, and leadership opportunities to enhance the educational experience and facilitate the academic and personal growth of underrepresented

students inclusive of African-American students.

Note—while we do not have a dedicated center, we do have an administrative staff member who is of African-American descent, who is charged conducting specific outreach and retention programs directed at the African-American community. In addition, the Director of the TRiO program is African American, which is a program that works in conjunction with OMSA on a number of events. These individuals assist in the recruitment of African American students.

The Office of Multicultural Student Affairs has a staff member and a Director who provide services to recruit students of color to Joliet Junior College. Moreover, Project Achieve and ETS, JJC's two TRIO Programs, Student Support Services and Educational Talent Search Student Support Programs work collectively to enroll and attract underrepresented students to Joliet Junior College through outreach efforts conducted at Joliet Central High School.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Kankakee Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

staff at your institution.

Continue to advertise in publications that serve minorities; continue to inform Gloria Kennedy, President of the Greater Kankakee Black Chamber of Commerce of KCC job openings; continue to maintain strong community ties to recruit African American employees through open communications with city and county leaders, participation in community-wide Black History Planning committees, and partnerships with the Kankakee Library. Last year, the college implemented an Advisory Committee to the President that meets quarterly on Equity, Diversity, and Inclusion with local leaders and key employers of the community.

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

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Continue to advertise in publications that serve minorities; continue to inform Gloria Kennedy, President of the Greater Kankakee Black Chamber of Commerce of KCC job openings; continue to maintain strong community ties to recruit African American employees through open communications with city and county leaders, participation in community-wide Black History Planning committees, and partnerships with the Kankakee Library. Last year, the college implemented an Advisory Committee to the President that meets quarterly on Equity, Diversity, and Inclusion with local leaders and key employers of the community.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African 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 an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC 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.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Kaskaskia College

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

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

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

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

No

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Kishwaukee College

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

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

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

The College utilizes PeopleAdmin as an applicant tracking system 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 additional recruitment activities and to identify area needing improvement.

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

The College offers search committee training and guidelines which includes training on hidden biases and cultural competency. The strategic plan addresses equity and diversity in hiring. Exception process for applicants requires justification and approval for non-interviewing and/or selection of diverse candidates vs. a failed search.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African 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 evaluation to help us recognize employees seeking additional opportunities and/or promotion. We offer tuition reimbursement and tuition waivers for employees.

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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

College-wide diversity awareness. Diversity and Inclusion are topics for discussion in our staff development sessions. We provide training to our search committees prior to them serving on a hiring team. The College follows EEO guidelines and Board policies.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Lake Land College

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

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

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

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

Included in the overall recruitment budget

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

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

Required search team/EEO Training

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

Included in the overall recruitment budget/strategy

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

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 development either in-house or utilizing outside sources

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

College wide diversity awareness through a committee. Celebrations are provided to all staff and students. Required diversity awareness training for staff.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Lewis and Clark Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African 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 African-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 retention 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 African American teaching/administrative staff at your institution.

The College continues to focus on increasing representation of African American employees in all employment categories. Most job openings are posted via PeopleAdmin and the College's website; this links all of our postings to Indeed, Glassdoor, Simplyhired & ZipRecruiter 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 casting a nationwide net for positions on campus.

The composition of the College district is represented by approximately 5% African-American population. As such, the College continues to maintain an interest to at minimum meet those comparison benchmarks within our workforce. Currently, the College's workforce consists of representative percentages that exceed these levels.

Since 2018 LCCC has served as the primary community college provider on the ESL campus, LCCC works with Southern Illinois University-Edwardsville (SIUE) and Southwestern Illinois College (SWIC) to deliver effective programming to the predominantly African-American community and surrounding areas.

Our HR Recruiting Specialist notifies the hiring committee chair of all qualified applicants and further details any applicants who self-identify as African American. Inclusion is valued among campus faculty, staff and students as evidenced by the results of the survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive.

As noted the response to a previous question, 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

With LC's strategy to recruit African-American students, African-American student enrollment increased 6.5% from fall 2020 to fall 2021. Additionally, the most recent IPEDS data shows African-American graduation rates at LC at 36%. LC comparison cohort has a 17% graduation rate for African-American students.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Lincoln Land Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

LLCC has a budget for advertising position vacancies to all groups and at all position levels. For FY2021, LLCC spent \$71,544.29. Of this amount \$10,785.00 was spent on advertising to underrepresented groups and minorities.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

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

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Staff members can have regular tuition and fees 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 African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

LLCC has six main goals. The first of which is student access and success. Success metrics such as credit hour accumulation, gateway course completion, etc. have been reviewed and disaggregated. The college is focusing on closing equity gaps where such gaps exist for students of color and low-income students. Specific strategies to address these gaps will be included in the annual FY23 planning and budgeting cycle as well as in the forthcoming updated Five Year Strategic Plan.

LLCC has received grant funding to develop the Workforce Equity Initiative which targets low-income and minority (specifically African American) students. This program provides free training in programs like Truck Driver Training, Nurse Assistant, Phlebotomy Tech, Medical Assisting, Pharmacy Tech, Central

Sterile Tech, Emergency Medical Technician, Welding and Automotive Technology. Students receive weekly training stipends and wrap-around support/case management while in the program. Upon program completion, students are connected with employment opportunities.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

McHenry County College

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

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

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

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

staff at your institution.

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

MCC monitors the enrollment and academic achievement of African American students in programs, courses, county, and high school districts demographic growth projections and statistical data to appropriate allocate supportive resources, which include staff to render effective services to African American students and parents. Soliciting frequent feedback from students is also a factor used in determining the number of positions needed. Regular program review, recommendations from leaders on staffing with the functional area during the annual budget process is also utilized. Student Affairs areas, such as Student Success Center personnel, Success Coaches, and the Admissions teams, have targeted outreach efforts. Affinity Student organizations include intentional activities for networking and self development. Our Development team seeks to secure grant opportunities to provide additional funding resources. Programming includes Upward Bound/Trio, Title III, Workforce Training, etc.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Moraine Valley Community College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	7	0	1	0

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

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

Moraine Valley allocates a budget for the recruitment of African American employees in all job categories. Allocated dollars cover career fairs, advertisement in targeted publications and others. Budget allocated for FY21 remained 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

Moraine Valley Community College facilitates internal surveys for monitoring the recruitment and retention of African American employees. Moraine Valley conducts employee engagement surveys and also performs exit interviews for department employees. Additionally, assessments of training courses offered internally are evaluated by participants via surveys.

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

Moraine Valley Community College should continue to increase recruiting efforts within specific African American communities and educational institutions, including Historically Black Colleges and Universities (HBCUs). Strengthened community partnerships and linkages can be further utilized to provide more opportunity for diversity initiatives.

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Moraine Valley Community College participates in diversity career fairs and strategically advertises employment opportunities to local groups, universities, HBCUs, and professional organizations to target applicants from this group for all job categories. Moraine Valley has established an African American Outreach Committee which is comprised of faculty and staff members to develop strategies to meet student and community needs. In addition to student services through Multicultural Student Affairs

department and special programming, Moraine Valley hosts events such as the "Black Minds Empowerment Dialogue" for students, faculty, and staff with a specific focus on the African American student, as well as annual Black History Month activities for the campus and community to promote inclusion, awareness and student success. Furthermore, Moraine Valley has strengthened its partnership with the Illinois Equity in Attainment Initiative (ILEA) and is focused on addressing and supporting the shared goal of closing equity and completion gaps of our minority students, specifically African American and Hispanic/Latinx students through the development of an Equity Plan and other initiatives.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Morton College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	1	3	1

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

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

Morton College allocated \$60k for diversity recruitment. Morton College uses various hiring sites to promote and attract a diversified pool of applicants.

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

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

institution?

Morton College hiring practice follow the EEO guidelines and procedures. The college uses diverse recruitment tools to advertise positions.

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

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

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

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 has 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 has 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 African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The college's commitment to meet the needs of all of its students is reflected in its board policies and mission statement. In addition, Morton College's Equity Plan details a number of strategies that the college is implementing college-wide not only to recruit minority students but to retain and ultimately graduate them. Morton's recruiting efforts extend to all district high school and some Chicago area schools with diverse populations.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Oakton Community College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	4	1	1

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

	Total #
Total faculty that experienced separation from the college	18
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

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

\$21,000 in FY21 on advertisement including: National Organization of Black Law Enforcement Officers, IMDiversity, Chicago Diversity, Historically Black Universities & Colleges, Minority Nursing, Inside Higher Ed, and The Chronicle of Higher Education

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

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 African American teaching/administrative staff at your institution.

- Conducting broad, wide, and deep searches for African American applicants.
- Educate the College community on the commitment to equity in hiring practices.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with the College community.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- 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 African American employees such as any of the following (please select all that apply):

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need

of African American students and public that may want access to your institution.

The College's Student Success Plan is written to provide access and support to all of our students, which includes students of color. A recruitment specialist works with prospective students in the part of our district that has a large populations of students of color. We have an Assistant VP for Access, Equity & Diversity and a coordinator who works to make sure students of color receive access and support to be successful at the College. The College has recently invested financial resources in hiring a part-time Equity Coordinator for African American students to support our students. The College is engaged in a high impact practice project – Persistence Project. Faculty members participating commit to meeting with students for 15 minutes within the first several weeks of class in order to engage students in meaningful dialogue to support their persistence in their respective programs.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African 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.)

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Parkland College

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

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

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

	Total #
Total faculty that experienced separation from the college	15
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

No

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Community partnerships. Partnerships with k-12.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Prairie State College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	7	2	1	1

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

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

Yes

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

Prairie State College welcomes diversity that is representative of the student population served. Budgeted funds to recruit African Americans for any category of employment for FY21 was \$2,000 to assist with advertising and marketing.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

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

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

Continued dedicated marketing and advertising of employment opportunities can be augmented to increase the number of African American teaching/administrative staff at the institution. This can be coupled with ongoing professional development and mentoring to increase employee retention.

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

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

N/A

Self-development training

Yes

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

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

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

Yes

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

Prairie State College is an EEO employer. The college utilizes a standard hiring process with includes search committees to ensure candidates meeting minimum qualifications are reviewed.

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Diversity, Equity and Inclusion (DEI) strategies have been introduced and are being strengthened with faculty workshops providing venues to discuss and share teaching strategies dedicated to the retention of African American students. The college has a Male Success Coordinator that serves as a mentor for the black male student population.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African 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 an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC 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.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Rend Lake College

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

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

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

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American employees. We make sure job postings are distributed as broadly as possible to try and reach qualified candidates of all ethnicities. Despite our efforts we do not have many African American candidates apply for any of our open positions regardless of the job is professional or classified. Human Resources monitor departure of all employees equally.

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

The college continues to advertise in a variety of different venues trying to reach qualified, minority applicants. We currently offer dual credit classes at area high schools tuition free with the hope of getting more minority students to continue with higher education after graduation. In so doing, we hope to have more local, qualified African American applicants for faculty, administrative, professional/technical and other classified positions in the future.

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

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 seek out self-development and professional development opportunities. We offer free tuition for classes at RLC and some tuition reimbursement options to prepare for promotion opportunities that might become available.

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

Yes

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

Employees are always encouraged to apply for open positions of interest to them that would allow for a promotion. We also offer the tuition reimbursement options to help prepare for promotion opportunities that might become available in the future.

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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The college offers dual credit classes in area high schools tuition free. We send representatives to area high schools for help in registration of classes and with completing FASFA forms. We send out reminders via social media to area high schools for scholarship information and deadline reminders. We also offer on campus services such as gas cards and a food pantry for disadvantaged students. We also have a TRIO program to help first generation students and an onsite daycare.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Richland Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	-1

What percentage of your community college employees are union?

Less than 50%

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

Yes

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

Budget resources are allocated for recruitment of African American Faculty for associated employment activities, such as advertisement and recruitment. Budget resources are not specifically separated from the total advertising and recruiting budget.

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

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

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

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

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

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

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

External recruitment efforts routinely include advertising through the local branch of the NAACP. Depending on the employment opportunity, other outreach efforts might include HigherEd.com Affirmative Action Diversity Supplemental advertising, MinorityNurse.com, MinorityNetwork.com, and Illinois Diversity.com.

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

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

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

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Richland Community College's mission, vision, and core values focus on student success. We developed and utilize a coaching model instead of a traditional advising model. This provides a more intrusive approach to aid in assisting students to stay on track and achieve their educational goals. We use a program call THRIVE to track the progress of each student and provide early intervention to students with academic issues or other issues that are interfering in the student's ability to complete their courses and helped to ensure that all students have the opportunity to succeed.

In addition, the College utilized grant funding to start a program call ENRICH that provides essential skills training for individuals to learn job-ready skills and provide workforce training. We have had great success in training hard to place individuals, such as formerly incarcerated individuals with skills both hard and soft to be able to obtain employment and stay gainfully employed in well paying positions with area employers.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Rock Valley College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	176	222	11	16

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

	Total #
Total faculty that experienced separation from the college	27
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

No

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Inform the students of many opportunities RVC has to offer. Message these students and parents in numerous ways both on and off campus. Inspire them to believe in a college education making dreams a reality. Enroll them because RVC is a great place!

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Sauk Valley Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

staff at your institution.

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

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

Internships Mentorship of a new African American Faculty Tuition Reimbursement

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The College provides services to assist individuals in preparing for promotion, earning citizenship, job preparedness, or assistance of family members.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Shawnee Community College

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

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

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

No, this is monitored by the EEOC Officer.

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

Advertising in areas with higher African American population when an opening occurs.

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

Internships Community Linkages Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

Yes

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

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

Self-development training

Yes

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

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

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

We have made sure that an extension center is located in our district area with the highest number of African American population so that they have easier access to our institution.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

South Suburban College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	4	0	2	0

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

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 is then shared with the College President.

Please provide recommendations for increasing the number of African 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 African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

During 2021, SSC continued to focus on supporting student success as follows:

- +Continued PBI Peer-to-Peer tutoring model and gained successful results.
- +Continued to utilize Full-Time Faculty to tutor SSC students in all academic areas.
- +Due to the COVID-19 pandemic, transitioned to providing virtual tutoring services through our Reading, Writing and Speaking Centers as well as the Math Lab and Math 1:40 Club.
- +Continued to provide tutoring through the Academic Assistance Center but also through the online service Brainfuse.
- +Modified the updated SSC Online orientation to offer a face-to-face option for students that prefer this model.
- +Through a variety of resources, the college established a laptop loaner program for students in need of technology to support their education once shifting to a virtual environment.
- +Upgraded the retention strategist to a full-time position in order to more effectively work inter-departmentally to create more hands-on supportive services to students towards certificate and degree completion along with ongoing assistance of a retention specialist.
- +PBI and Student Services hosted "Voices;" virtual panel discussions intended to create a space for the

SSC Community to share, process and respond to various topics impacting the communities we serve. Some of the topics included the Black Lives Matter Movement and Health Matters.

+South Suburban College collaborated with the local high school districts to implement a Transition Math fourth-year option for students who fall short of the college-readiness benchmark. This course prepares high school seniors to enter directly, without placement testing, into the general education math course as they begin their career at the community college.

+South Suburban College also partners with local K-12 school districts to ensure that students receive the preparation and support necessary to excel at the College level. All of these efforts have been developed to meet the needs of all of our students, but particularly, the needs of our African American Students.

+With the continuation of the pandemic, we have introduced Synchronous online courses providing students with instructor interaction but in an online format.

+We have added Dual Delivery instruction to provide students with the option of attending a particular class in-person or virtual, both portions of the class meet simultaneously with live feed from the classroom all while maintaining enrollment limits to support social distancing.

+We developed a new Diversity, Equity and Inclusion course and are in the process of completing the approval process through IAI.

+We established a Barbering program, certificate and AAS degree.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Southeastern Illinois College

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

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

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

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY 2021 budget allocation(s) for each of these recruitment initiatives for African 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 African 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 African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African 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 African American teaching/administrative staff at your institution.

To continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Journal of Blacks in Higher Education publications; recruitment efforts within our largest southern Illinois city with a higher percentage of African American population as well as having a major university with career centers, and continue to provide university career centers within the tri-state area information regarding vacant positions.

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

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point 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 when a higher position becomes available.

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 African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The SIC Recruiter visits each high school within the College District and our surrounding borders to reach as many students as possible.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Southwestern Illinois College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	97	689	5	37

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

	Total #
Total faculty that experienced separation from the college	31
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

SWIC requires at least one person in each hiring committee to complete a workshop on recruiting, interviewing, and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruiting efforts include sharing vacancy announcements with the Urban League and NAACP, also by utilizing the Affirmative Action package provided by HigherEdJobs.com

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

N/A

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

None / Not applicable

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Spoon River College

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

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

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

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

Exit Surveys

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

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

committees.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition waiver and reimbursement benefits
Professional development workshops and seminars

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

TriO grant is included for Canton Campus. Macomb Campus has grant for TriO services.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Triton College

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

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

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

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

no

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

DEI Committee

WEI Program

Targeted advertising on African American job sites

Diverse Search Committees

Monitoring of applicant pools to ensure diverse candidates

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

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Professional Development Center offers courses to enhance employees

Tuition Waivers

Tuition Reimbursement

Faculty and non-faculty workshops

Are there other initiatives in place to help provide for promotion of African 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 African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Workforce Equity Initiative Program

Career Services Program

SURGE program

Triumph Program

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2021

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

Waubonsee Community College

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

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	0	1	0

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

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African 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 African American Employment Plan for Higher Education.

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

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

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

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

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

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

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

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

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

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

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

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

Community Linkages Mentorship of a new African American Faculty

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

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Waubonsee maintains a robust website and social media to reflect our inclusive culture and mission. We have a Council for Access and Inclusion that focuses on celebrating diversity with students and the community. Waubonsee hosts community events that focus on college recruitment including registration rally events.

Waubonsee offers tutoring, college visits, workshops and cultural field trips to first-generation college students, low-income students and/or students with disabilities.

The college has programs in place that pair eligible students with a personal academic coach for motivation and academic support.

TRIUMPH (Transforming and Inspiring Undergraduate Men Pursuing Higher Education) program is a minority male retention program, designed to increase the number of minority males graduating from college by providing increased student services, academic support, service learning projects, community service projects and mentoring.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes



Illinois Community College Board

Table 6

UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2021
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	-4.9%	-4.2%	-5.4%	-0.9%	2.0%	-3.8%
518	Carl Sandburg	-3.1%	-3.3%	4.4%	2.3%	-4.9%	-0.2%
508	City Colleges of Chicago	(6.8%)	(-0.6%)	(7.7%)	(17.9%)	(28.6%)	(8.8%)
	Harold Washington	NA	NA	NA	NA	NA	NA
	Harry S Truman	NA	NA	NA	NA	NA	NA
	Kennedy-King	NA	NA	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA	NA	NA
	Richard J. Daley	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
502	College of DuPage	0.4%	-1.7%	1.2%	-0.4%	-2.1%	-0.8%
532	College of Lake County	2.2%	-1.2%	-0.4%	2.7%	4.2%	0.2%
507	Danville Area	-3.1%	-5.4%	0.1%	2.8%	-6.2%	-1.8%
509	Elgin	5.3%	0.8%	5.4%	3.1%	-2.5%	2.8%
512	Harper	2.5%	-0.4%	1.1%	2.3%	4.5%	1.2%
540	Heartland	-5.3%	-4.7%	-1.8%	9.8%	-7.9%	-3.3%
519	Highland*	-3.8%	-2.9%	5.7%	-3.1%	-2.2%	-1.3%
514	Illinois Central	-2.0%	-6.0%	4.8%	4.7%	8.0%	-0.5%
529	Illinois Eastern	(-2.0%)	(-2.3%)	(-2.1%)	(-2.6%)	(-2.6%)	(-2.2%)
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	0.5%	-2.0%	-1.0%	-2.0%	-2.0%	-1.3%
530	John A. Logan	-3.1%	-3.8%	-3.3%	-5.6%	1.1%	-3.2%
539	John Wood	-4.0%	-3.3%	-1.4%	-1.7%	-4.0%	-2.8%
525	Joliet Junior	-0.8%	-3.9%	-1.2%	6.5%	2.4%	-1.0%
520	Kankakee	-3.3%	-3.0%	5.0%	-4.2%	-5.8%	-1.4%
501	Kaskaskia	-3.3%	-4.3%	-1.7%	3.6%	-1.4%	-2.7%
523	Kishwaukee	-2.5%	-3.5%	5.8%	6.6%	-7.7%	0.0%
517	Lake Land	0.9%	-1.5%	-1.1%	-0.1%	-1.5%	-0.8%
536	Lewis and Clark	2.5%	-2.9%	5.1%	1.0%	-5.1%	-0.3%
526	Lincoln Land	-2.4%	-7.2%	2.2%	-1.5%	6.1%	-2.5%
528	McHenry County	2.6%	0.3%	2.6%	0.0%	-1.1%	0.9%
524	Moraine Valley	0.6%	-3.5%	4.2%	-2.9%	-3.3%	-1.5%
527	Morton	0.9%	0.4%	1.3%	-1.2%	-4.6%	0.3%
535	Oakton	7.0%	0.9%	8.4%	2.9%	17.7%	4.3%
505	Parkland	-5.6%	-6.9%	-1.9%	3.2%	26.2%	-2.5%
515	Prairie State	-21.0%	-18.5%	-13.7%	-2.6%	-30.0%	-15.6%
521	Rend Lake	-5.1%	-5.1%	-2.4%	-0.3%	-5.1%	-4.1%
537	Richland	-5.1%	-10.9%	4.1%	-2.7%	-13.8%	-5.2%
511	Rock Valley	-3.8%	-3.3%	5.8%	-2.8%	-6.7%	-1.8%
506	Sauk Valley	-1.2%	-1.1%	-3.2%	-0.3%	-3.2%	-1.6%
531	Shawnee	0.2%	-3.0%	7.4%	19.6%	-10.4%	2.3%
510	South Suburban	-19.9%	-15.9%	-17.1%	4.6%	2.2%	-13.7%
533	Southeastern Illinois	2.1%	-2.2%	3.9%	12.1%	-2.2%	0.9%
522	Southwestern Illinois	-14.4%	-14.4%	-3.9%	-8.0%	-14.7%	-11.7%
534	Spoon River	-4.9%	-2.4%	-2.5%	-4.9%	-4.9%	-3.4%
504	Triton	-9.5%	-14.4%	-4.8%	-4.0%	-7.4%	-10.2%
516	Waubensee	<u>-0.4%</u>	<u>-3.5%</u>	<u>-1.7%</u>	<u>-3.3%</u>	<u>1.7%</u>	<u>-2.0%</u>
	TOTALS	-2.8%	-6.1%	0.5%	0.3%	9.2%	-2.2%

NA = Data Not Available

*Includes revised college figures

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census, SIU-Edwardsville Department of Business/Economics



Illinois Community College Board

Table 7

SUMMARY OF AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2021
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	3	6	2	4	4	19
518	Carl Sandburg	1	2	12	1	0	16
508	City Colleges of Chicago	(301)	(412)	(545)	(177)	(393)	(1,828)
	Harold Washington	33	93	51	28	37	242
	Harry S Truman	20	31	77	19	46	193
	Kennedy-King	67	62	94	40	97	360
	Malcolm X	63	100	104	33	67	367
	Olive-Harvey	46	54	84	26	94	304
	Richard J. Daley	20	40	28	13	37	138
	Wilbur Wright	6	32	18	13	11	80
	District Office	46	0	89	5	4	144
502	College of DuPage	17	54	33	17	4	125
532	College of Lake County	21	43	25	14	11	114
507	Danville Area	7	5	20	5	1	38
509	Elgin	21	17	18	9	1	66
512	Harper	16	13	15	8	7	59
540	Heartland	4	9	13	6	0	32
519	Highland	1	3	7	1	1	13
514	Illinois Central	15	11	36	13	14	89
529	Illinois Eastern	(1)	(1)	(1)	(0)	(0)	(3)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	1	1	0	0	0	2
	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	2	0	1	0	0	3
530	John A. Logan	4	5	3	1	4	17
539	John Wood	0	1	2	1	0	4
525	Joliet Junior	17	22	23	24	13	99
520	Kankakee	8	11	16	4	1	40
501	Kaskaskia	1	0	2	3	1	7
523	Kishwaukee	4	6	16	4	0	30
517	Lake Land	3	0	1	1	0	5
536	Lewis and Clark	12	7	6	9	0	34
526	Lincoln Land	10	3	19	6	7	45
528	McHenry County	5	5	3	1	0	14
524	Moraine Valley	21	35	25	13	5	99
527	Morton	4	9	7	1	0	21
535	Oakton	20	32	27	11	14	104
505	Parkland	7	9	31	6	19	72
515	Prairie State	31	83	45	53	5	217
521	Rend Lake	0	0	3	1	0	4
537	Richland	9	3	12	3	0	27
511	Rock Valley	11	15	19	7	1	53
506	Sauk Valley	1	2	0	1	0	4
531	Shawnee	5	6	8	6	0	25
510	South Suburban	35	93	43	38	14	223
533	Southeastern Illinois	2	0	3	1	0	6
522	Southwestern Illinois	6	34	45	4	5	94
534	Spoon River	0	2	1	0	0	3
504	Triton	17	41	37	34	9	138
516	Waubensee	<u>10</u>	<u>10</u>	<u>13</u>	<u>3</u>	<u>7</u>	<u>43</u>
	TOTALS	653	1,010	1,138	491	541	3,833

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.
SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data



Illinois Community College Board
Table 8
SUMMARY OF TOTAL FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2021
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	135	207	121	64	44	571
518	Carl Sandburg	56	125	129	14	15	339
508	City Colleges of Chicago	(855)	(1,478)	(1,507)	(382)	(689)	(4,911)
	Harold Washington	128	319	182	52	54	735
	Harry S Truman	90	201	302	60	88	741
	Kennedy-King	89	105	134	59	125	512
	Malcolm X	144	244	236	53	110	787
	Olive-Harvey	76	100	133	42	117	468
	Richard J. Daley	77	221	115	46	114	573
	Wilbur Wright	115	288	165	59	75	702
	District Office	136	0	240	11	6	393
502	College of DuPage	281	1,360	478	320	112	2,551
532	College of Lake County	231	757	385	147	99	1,619
507	Danville Area	84	82	172	35	19	392
509	Elgin	230	365	195	129	72	991
512	Harper	318	614	411	167	100	1,610
540	Heartland	158	284	214	34	11	701
519	Highland*	63	120	63	43	31	320
514	Illinois Central	225	412	266	97	84	1,084
529	Illinois Eastern	(165)	(303)	(196)	(50)	(41)	(755)
	Frontier	26	116	26	10	5	183
	Lincoln Trail	29	52	44	12	13	150
	Olney Central	47	61	37	9	10	164
	Wabash Valley	34	74	57	12	9	186
	District Office	29	0	32	7	4	72
513	Illinois Valley	79	162	94	61	20	416
530	John A. Logan	98	145	76	62	48	429
539	John Wood	59	132	77	43	12	323
525	Joliet Junior	243	562	349	168	127	1,449
520	Kankakee	100	132	98	56	18	404
501	Kaskaskia	99	191	76	38	35	439
523	Kishwaukee	78	143	119	28	22	390
517	Lake Land	125	223	260	75	29	712
536	Lewis and Clark	159	325	59	149	22	714
526	Lincoln Land	173	308	183	91	49	804
528	McHenry County	136	374	83	94	14	701
524	Moraine Valley	195	525	174	178	73	1,145
527	Morton	72	180	118	29	25	424
535	Oakton	169	556	204	141	62	1,132
505	Parkland	173	334	400	47	53	1,007
515	Prairie State	107	264	124	112	25	632
521	Rend Lake	85	116	111	21	61	394
537	Richland	104	102	67	27	13	313
511	Rock Valley	176	224	120	97	30	647
506	Sauk Valley	51	95	48	34	19	247
531	Shawnee	47	81	45	20	4	197
510	South Suburban	103	245	117	65	25	555
533	Southeastern Illinois	46	91	49	7	3	196
522	Southwestern Illinois	111	637	284	34	99	1,165
534	Spoon River	50	82	42	25	4	203
504	Triton	155	673	236	207	69	1,340
516	Waubensee	<u>177</u>	<u>391</u>	<u>299</u>	<u>111</u>	<u>90</u>	<u>1,068</u>
	TOTALS	5,971	13,400	8,049	3,502	2,368	33,290

*Includes revised college figures

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

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