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BOARD OF HIGHER EDUCATION

Promoting An Educated Illinois

**Illinois African American Employment Plan
for Public Universities**

Fiscal Year 2014

February 2015

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ILLINOIS AFRICAN AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

Introduction

The Illinois Board of Higher Education (IBHE) submits the fourth annual *Illinois African American Employment Plan for Public Universities* to the Illinois General Assembly pursuant to the African American Employment Plan Act (20 ILCS 30/20). This report provides information on the progress of efforts to hire and promote African American faculty and administrative staff at public universities.

African Americans in Illinois Public Universities

The IBHE conducted a survey of the Illinois public universities to obtain the number of African Americans employed as of June 30, 2014. The total number of African American employees at public universities and IBHE in 2014 was 5,741. This is an increase from the total number reported as of June 30, 2013, 5,410 employees (or 6.11 percent). The numbers of African American employees in 2012, 2013 and 2014 are shown by campus in the table below.

African-American Employees at Public Universities (full-time and part-time)			
	2012	2013	2014
Chicago State University	786	396	430
Eastern Illinois University	68	62	59
Governor State University	252	310	379
Illinois State University	194	191	189
Northeastern Illinois University	259	166	239
Northern Illinois University	186	203	215
Southern Illinois University - Carbondale	270	267	289
Southern Illinois University - Edwardsville	284	319	332
University of Illinois at Chicago	2,412	2,369	2,449
University of Illinois at Urbana/Champaign	844	870	898
University of Illinois Springfield	24	39	39
University of Illinois System Administration	108	109	114
Western Illinois University	101	104	103
Board of Higher Education	7	5	6
Totals	5,795	5,410	<u>5,741</u>
Increase or decrease from prior year	31	385	331
Percentage	0.54%	-6.64%	6.11%

In 2014, approximately 58 percent of the African American employees at public universities are categorized as administrative support staff. The second largest category is faculty members with 16 percent of the total. Administrators, service and maintenance, and skilled craft workers make up the remainder of the 5,741 African American employees. Comparisons with prior year data are not provided since the employee categories were revised for the 2014 survey. The breakdowns of the 2014 numbers by employee categories are provided in the table below.

2014 African American Employees in Public Universities by Employee Category						
	Administrators	Faculty (Includes adjunct)	Administrative Support Staff	Skilled Craft Workers	Service Maintenance	Totals
Chicago State University	50	122	130	22	106	430
Eastern Illinois University	9	24	21	0	5	59
Governor State University	27	180	154	0	18	379
Illinois State University	17	37	58	1	76	189
Northeastern Illinois University	13	56	138	3	29	239
Northern Illinois University	37	38	117	0	23	215
Southern Illinois University - Carbondale	21	67	149	12	40	289
Southern Illinois University - Edwardsville	9	44	253	2	24	332
University of Illinois at Chicago	144	182	1770	11	342	2449
University of Illinois Urbana/Champaign	89	130	384	32	63	898
University of Illinois Springfield	6	13	14	0	6	39
University of Illinois System Administration	18	0	95	0	1	114
Western Illinois University	7	34	41	1	20	103
Board of Higher Education	6	0	0	0	0	6
Subtotals	453	927	3324	84	953	5741
Percentage of Totals	8%	16%	58%	1%	17%	100%

The IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain African American employees. Each institution provided information about current and future internal studies, surveys, and committees regarding African American employment. The activities vary by institution due to the individual missions of the institutions and the populations of students served. The narratives are shown in Appendix A.

The survey instrument and the responses from the institutions are included in Appendix B.

Summary

The Illinois public universities and IBHE employed 5,741 African Americans as of June 30, 2014. This is a slight increase from the prior year. The majority of African American employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of African American employees is provided in the appendices.

Appendix A

Illinois African American Employment Plan
Narrative Responses by Public Universities

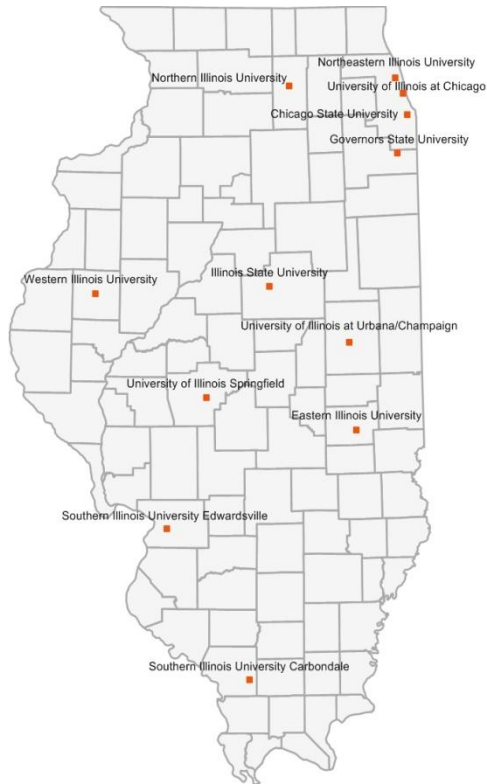
Survey Question:	Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative:
Chicago State University	The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity
Eastern Illinois University	<p>Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of African American employees.</p> <p>Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity.</p> <p>During the review process, candidates, who are African American, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are African American, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts.</p> <p>The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including African American.</p> <p>Departing African American employees are encouraged to complete an online survey that asks them about their perceptions of campus climate, solicits the identification of potential issues, and solicits suggestions for improving the campus. This information is analyzed and aggregated responses are shared with relevant departments.</p>
Governors State University	It is the policy of Governors State University to implement effective recruitment of personnel that attract a qualified pool of candidates that reflect ethnic and gender diversity. Search committees are deliberately organized to be diverse and they must adhere to state and federal laws and guidelines regarding non-discrimination. The search process is monitored by a Human Resource professional to assure that the candidates are evaluated on their qualifications for the position and that the search processes, including any evaluative tools and interview questions, do not have a discriminatory impact on any member of a protected class. As a result, Governors State University has one of the most diverse faculty and staff among all of the state-supported institutions of higher education. All employees on their departure from the university are given the opportunity to complete an Exit Interview form.

Survey Question:	Does the 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? Provide a short narrative: (continued)
Illinois State University	On an annual basis, Illinois State University prepares, distributes, and publically presents an Affirmative Action Plan that details the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain African American employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.
Northeastern Illinois University	Yes, the NEIU Office of Institutional Research and Assessment (IRA) generates data regarding all employees with respect to their race and ethnicity. The Affirmative Action Officer uses this information to monitor progress, and strategize with University Hiring Agents toward diversity representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential form identifying race/ethnicity, gender and disability.
Northern Illinois University	The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment of African American employees, monitor employment and departure of employees from the institution.
Southern Illinois University - Carbondale	In the past, SIU Carbondale has conducted internal climate studies. The responsibility for monitoring departure of employees from the University has been shifted to Human Resources. The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report
Southern Illinois University - Edwardsville	Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access, and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. When a job opening is available in an underrepresented job group, the search committee is made aware of any goals and required to develop a recruitment plan to address the goal. EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.
University of Illinois at Chicago	The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.

Survey Question:	Does the 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? Provide a short narrative: (continued)
University of Illinois at Urbana/Champaign	<p>Target Of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program. The Targets of Opportunity Program (TOP) is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veterans' status in specific units on campus.</p> <p>CORE – Charged with reviewing and providing guidance in diversity efforts which includes faculty and staff.</p> <p>DRIVE – Faculty committee committed to the recruitment of underrepresented faculty at the University of Illinois. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois.</p> <p>Other Ongoing Efforts – Illinois makes a variety of good faith efforts for each and every search for academic and professional staff, appoints EEO officers to every college on the Illinois campus charged with reviewing and overseeing the search process for each college, and we nominate Diversity Advocates to serve on all search committees to further advocate for diversity in the search process and help committees avoid unintentional bias in the search process.</p>
University of Illinois Springfield	Yes, the Office of Access and Equal Opportunity monitors such recruitment and advises the Chancellor and all campus hiring units. Additional, Campus Human Resources conducts exit interviews for all employees on resignation or retirement, including the collection of information of significance to African American employees relative to climate, advancement opportunities, and other interests and impacts.
University of Illinois System Administration	University Administration (UA) evaluates the selection process to ensure freedom from bias by reviewing job applications and other pre-employment forms to ensure information is job related; evaluating selection methods; training management and search committee members on interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.
Western Illinois University	<p>The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of African American employees. Faculty and A&P positions are advertised in niche publication through the Office of Equal Opportunity and Access. Search committees also create an advertising distribution plan that includes diverse publications.</p> <p>The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees. The Workforce Diversity sub-committee of the University Diversity Council is currently in the process of finalizing a survey and procedure to collect exit information for faculty and A&P employees.</p>

Appendix B

Illinois African American Employment Plan Surveys Reported by Public Universities and Illinois Board of Higher Education As of June 30, 2014



Survey Responses, by Campus or Unit	
	Page #
Chicago State University	1
Eastern Illinois University	4
Governors State University	8
Illinois State University	12
Northeastern Illinois University	16
Northern Illinois University	20
Southern Illinois University Carbondale	24
Southern Illinois University Edwardsville	28
University of Illinois at Chicago	32
University of Illinois at Urbana/Champaign	36
University of Illinois Springfield	41
University of Illinois System Admin Unit	45
Western Illinois University	49
Board of Higher Education	53

African American Employment Plan for Higher Education

Section A.

Chicago State University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:

Board of Directors/Regents (African American on Board)	5	Board of Directors/Regents (Non-African American on Board)	2
Total	5	Total	2
African American Administrators:		Non-African American Administrators:	
University President	1	University President	0
Vice Presidents	6	Vice Presidents (list all titles)	2
Provost/Chancellor	1	Provost/Chancellor	0
Dean(s) (list all Deans titles)	6	Dean(s) (list all Deans title)	2
Directors of programs (List all director titles)	36	Directors of Programs (List all director titles)	21
Total	50	Total	25
African American Faculty:		Non-African American Faculty:	
Full time tenured faculty	45	Full time tenured faculty	86
Full time non-tenured faculty	77	Full time non-tenured faculty	71
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	0	Adjunct faculty	0
Total	122	Total	157
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	19	All administrative support staff	4
Office and Clerical	42	Office and Clerical	9
Para-professionals	69	Para-professionals	15
Total	130	Total	28
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	22	Any and all skilled craft workers	13
Service – Maintenance	106	Service – Maintenance	12
Total	128	Total	25

Grand total	435	Grand total	237
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For 2014, total number of African American students Total	4199	For 2014, total number of Non-African American Students Total	1502
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Total number of African American students that graduated in 2014 Total	733	Total number of Non-African American students that graduated in 2014 Total	260
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2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	4
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	7
Total non- African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	19
Total African American faculty that experienced separation from the university	14

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
<p>The University utilizes its student population to gage the representation of employees within various positions and categories.</p> <p>1) Based on 2014 student enrollment and the workforce data as of June 30, 2014, there is an underutilization of African Americans by 4.93% or 45.7 FTE. African American Student enrollment – 73.65% African American Workforce - 68.72%</p> <p>2) The University believes its greatest underutilization for African Americans is within the EEOC occupational category of Professional (Faculty). The University provides \$25,000 budget allocation for the overall recruitment of staff. It is the University’s goal to increase the diversity of the staff, thus utilizing the funds to target underrepresented groups to encourage their application of interest for University positions.</p>

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	0
Part-time tenured faculty	0
Full time non-tenured faculty	0
Adjunct faculty	0
Deans	0
Directors	0
Total	0

		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:
The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.

Section A.

Eastern Illinois University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	3	Board of Directors/Regents (Non-African American on Board)	4
Total	3	Total	4
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	10
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	14
Directors of programs	9	Directors of program	124
Total	9	Total	150
African American Faculty:		Non-Hispanic Faculty:	
Full time tenured faculty	11	Full time tenured faculty	289
Full time non-tenured faculty	4	Full time non-tenured faculty	94
Part-time faculty	9	Part-time faculty	23
Adjunct faculty	0	Adjunct faculty	161
Total	24	Total	567
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	15	All administrative support staff	288
Office and Clerical	6	Office and Clerical	215
Para-professionals	0	Para-professionals	15
Total	21	Total	518
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	0	Any and all skilled craft workers	117
Service – Maintenance	5	Service – Maintenance	212
Total	5	Total	329

Grand total	59	Grand total	1568
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For 2012, total number of African American students	1500	For 2012, total number of non-African American students	7413
Total		Total	

Total number of African American students that graduated in 2012	305	Total number of non-African American students that graduated in 2012	2409
Total		Total	

2. As of June 30, 2012 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	2
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	25
Total non- African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	13
Total African American faculty that experienced separation from the university	2

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?					
1.					
All Employees	Availability		Group Weight	Weighted	
	% Female	% Minority		% Female	% Minority
A&P	53.1%	16.2%	17.6%	9.3%	2.8%
Civil Service	52.9%	9.4%	47.3%	25.0%	4.4%
Faculty	49.6%	19.8%	35.1%	17.4%	6.9%
			100%	51.8%	14.2%
2. For Utilization data, please review our AY 13-14 AAP . In calculating underutilization and in setting goals, Eastern uses methods suggested by the U. S. OFCCP. In accordance with these regulations, Eastern compares the percentage of minorities and women in each job group to their availability. As required in these regulations, both internal and external factors are considered in determining the availability of minorities and women for each job group. The university uses national, state, and regional data as applicable. Depending upon the type of job group (e.g., tenure-track faculty, instructors, administrators, other professionals, and civil service staff), the determination of availability draws upon one or multiple sources of data in order to most accurately identify the availability of potential employees who are African American. These data sources include, for example: national doctoral recipients as reported by the U. S. National Science Foundation, master's degree recipients as reported by the Integrated Postsecondary Education Data System, U. S. Census data, the NCAA data for coaches and athletics employees, jobs filled by internal candidates, Eastern Illinois University master's recipients, and Eastern Illinois University bachelor's degree recipients. Based upon an annual review of the composition of employees and the determination of the availability of African Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of African Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.					

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	3
Part-time tenured faculty	0
Full time non-tenured faculty	14
Adjunct faculty	0
Deans	0
Directors	4
Total	21

	Yes	No	
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of African American employees.

Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity.

During the review process, candidates, who are African American, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are African American, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts.

The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including African American.

Departing African American employees are encouraged to complete an online survey that asks them about their perceptions of campus climate, solicits the identification of potential issues, and solicits suggestions for improving the campus. This information is analyzed and aggregated responses are shared with relevant departments.

**** All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2014.**

Section A.

Governors State University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	6
Total	2	Total	6
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents (List all titles)	5	Vice Presidents (List all titles)	11
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	3
Dean(s) (list all Dean titles)	1	Dean(s) (list all Dean titles)	5
Directors of Programs (list all titles)	20	Directors of Programs (list all titles)	56
Total	27	Total	76
African American Faculty:		Non- African American Faculty:	
Full time tenured faculty	23	Full time tenured faculty	72
Full time non-tenured faculty	20	Full time non-tenured faculty	97
Part-time faculty	10	Part-time faculty	27
Adjunct faculty	127	Adjunct faculty	351
Total	180	Total	547
African American (administrative) Support staff:		Non-African American (administrative) Support staff:	
All administrative support staff	84	All administrative support staff	126
Office and Clerical	29	Office and Clerical	18
Para-professionals	41	Para-professionals	47
Total	154	Total	191
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	0	Any and all skilled craft workers	16
Service – Maintenance	18	Service – Maintenance	21
Total	18	Total	37

Grand total	379	Grand total	857
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For 2014, total number of African American students	2,223	For 2014, total number of non-African American students	3,554
Total		Total	

Total number of African American students that graduated in 2014	595	Total number of non-African American students that graduated in 2014	1,052
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	6
Total African American faculty that did not receive tenure	0
Total non-African American that received tenure	8
Total non-African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	9
Total African American faculty that experienced separation from the university	1

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
<p>The underutilization for African-Americans is 246.5%. There are no categories with underutilization and our ratio of African-American employees and faculty reflects our student body (38% African-American compared to just over 30% for employees and faculty) more so than the local, regional, or national labor markets.</p>

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center?	<input checked="" type="radio"/>	<input type="radio"/>
6. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of African American students?	<input type="radio"/>	<input type="radio"/>
7. Is the center Director/Coordinator African American?	<input type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator fluent in any of the African languages or dialects?	<input type="radio"/>	<input type="radio"/>
9. Does the center Director/Coordinator assist in the recruitment of African American students?	<input type="radio"/>	<input type="radio"/>
10. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>

11. How much time are African American recruiters utilized to address the needs of African American students or their parents?	<input checked="" type="radio"/> Full Time	<input type="radio"/> Half Time
	<input type="radio"/> Qt time	<input type="radio"/> Never

12. How many Affirmative Action program positions are held by African American?	
Tenured faculty	23
Part-time tenured faculty	0
Full time non-tenured faculty	20
Adjunct faculty	127
Deans	1
Directors	20
Total	191

	Yes	No	
13. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
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15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, have committees that monitor employment or departure of employees from the institution? Provide a short narrative:

It is the policy of Governors State University to implement effective recruitment of personnel that attract a qualified pool of candidates that reflect ethnic and gender diversity. Search committees are deliberately organized to be diverse and they must adhere to state and federal laws and guidelines regarding non-discrimination. The search process is monitored by a Human Resource professional to assure that the candidates are evaluated on their qualifications for the position and that the search processes, including any evaluative tools and interview questions, do not have a discriminatory impact on any member of a protected class. As a result, Governors State University has one of the most diverse faculty and staff among all of the state-supported institutions of higher education.

All employees on their departure from the university are given the opportunity to complete an Exit Interview form.

Section A.

Illinois State University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	1	Board of Directors/Regents (Non-African American on Board)	5
Total	1	Total	5
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents (list all titles)	16
Provost/Chancellor	0	Provost/Chancellor	4
Dean(s)	0	Dean(s)	25
Directors of programs	17	Directors of program	300
Total	17	Total	346
African American Faculty:		Non-Hispanic Faculty:	
Full time tenured faculty	21	Full time tenured faculty	446
Full time non-tenured faculty	14	Full time non-tenured faculty	400
Part-time faculty	2	Part-time faculty	286
Adjunct faculty	0	Adjunct faculty	0
Total	37	Total	1,132
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	43	All administrative support staff	840
Office and Clerical	15	Office and Clerical	406
Para-professionals	0	Para-professionals	66
Total	58	Total	1,312
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	1	Any and all skilled craft workers	124
Service – Maintenance	76	Service – Maintenance	383
Total	77	Total	507

Grand total	189	Grand total	3,297
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For 2014, total number of African American students	1,378	For 2014, total number of non-African American students	18,894
Total		Total	

Total number of African American students that graduated in 2014	242	Total number of non-African American students that graduated in 2014	4,812
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	0
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	34
Total non- African American that did not receive tenure	3

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	274
Total African American faculty that experienced separation from the university	7

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p>1) 16% Total Minority Underutilization – Illinois State University’s Affirmative Action Plan does not distinguish University-wide underutilization on the basis of individual race. Instead, pursuant to OFCCP guidelines, the University calculates labor force underutilization by gender and total minority categories.</p> <p>2) Category 2F Professionals – Computer IT Category 2 Professionals – Other Category 2B Non-Tenure Track Faculty Category 2G Professionals – Advisors, Educational, and Staff Counselors</p>	

Section B

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

		Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?		<input type="radio"/>	<input checked="" type="radio"/>
6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?		<input type="radio"/>	<input type="radio"/>
7. Is the center Director/Coordinator African American?		<input type="radio"/>	<input type="radio"/>
8. Does the center Director/Coordinator assist in the recruitment of African American students?		<input type="radio"/>	<input type="radio"/>
9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?		<input checked="" type="radio"/>	<input type="radio"/>
10. How many Affirmative Action program positions are held by African American?			
Tenured faculty		21	
Part-time tenured faculty		0	
Full time non-tenured faculty		14	
Adjunct faculty		0	
Deans		0	
Directors		17	
Total		52	
		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

On an annual basis, Illinois State University prepares, distributes, and publically presents an Affirmative Action Plan that details the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain African American employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.

Section A.

Northeastern Illinois University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)		Board of Directors/Regents (Non-African American on Board)	
Total	0	Total	8
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	3
Provost/Chancellor	0	Provost/Chancellor	2
Dean(s)	1	Dean(s)	19
Directors of programs	12	Directors of program	51
Total	13	Total	76
African American Faculty:		Non-African-American Faculty:	
Full time tenured faculty	21	Full time tenured faculty	251
Full time non-tenured faculty	7	Full time non-tenured faculty	122
Part-time faculty	18	Part-time faculty	129
Adjunct faculty	10	Adjunct faculty	74
Total	56	Total	576
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	138	All administrative support staff	509
Office and Clerical		Office and Clerical	
Para-professionals		Para-professionals	
Total	138	Total	509
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	3	Any and all skilled craft workers	28
Service – Maintenance	29	Service – Maintenance	54
Total	32	Total	82

Grand total	239	Grand total	1,251
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For 2012, total number of African American students	1,092	For 2012, total number of non-African American students	9,721
Total		Total	

Total number of African American students that graduated in 2014	181	Total number of non-African American students that graduated in 2014	1,962
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	0
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	13
Total non- African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	12
Total African American faculty that experienced separation from the university	1

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
Northeastern Illinois University is currently developing an underutilization analysis and will supplement this report to properly respond to this two-part question.

Section B

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

		Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?		<input checked="" type="radio"/>	<input type="radio"/>
6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?		<input checked="" type="radio"/>	<input type="radio"/>
7. Is the center Director/Coordinator African American?		<input checked="" type="radio"/>	<input type="radio"/>
8. Does the center Director/Coordinator assist in the recruitment of African American students?		<input checked="" type="radio"/>	<input type="radio"/>
9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?		<input checked="" type="radio"/>	<input type="radio"/>
10. How many Affirmative Action program positions are held by African American?			
Tenured faculty		21	
Part-time tenured faculty		0	
Full time non-tenured faculty		7	
Adjunct faculty		10	
Deans		1	
Directors		12	
Total		39	
		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Yes, the NEIU Office of Institutional Research and Assessment (IRA) generates data regarding all employees with respect to their race and ethnicity. The Affirmative Action Officer uses this information to monitor progress, and strategize with University Hiring Agents toward diversity representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential form identifying race/ethnicity, gender and disability.

Section A.

Northern Illinois University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	*	Board of Directors/Regents (Non-African American on Board)	*
Total		Total	
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	5	Vice Presidents	19
Provost/Chancellor	0	Provost/Chancellor	11
Dean(s)	1	Dean(s)	24
Directors of programs	31	Directors of program	243
Total	37	Total	298
African American Faculty:		Non-Hispanic Faculty:	
Full time tenured faculty	20	Full time tenured faculty	490
Full time non-tenured faculty	14	Full time non-tenured faculty	367
Part-time faculty	4	Part-time faculty	259
Adjunct faculty	N/A	Adjunct faculty	N/A
Total	38	Total	1116
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	117	All administrative support staff	1351
Office and Clerical	10	Office and Clerical	308
Para-professionals	40	Para-professionals	641
Total	117	Total	1351
African American Union and non- Union		Non- African American Union and non- Union	
Any and all skilled craft workers	0	Any and all skilled craft workers	94
Service – Maintenance	23	Service – Maintenance	418
Total	23	Total	512

Grand total	215	Grand total	3277
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For 2014, total number of African American students	2825	For 2014, total number of non-African American students	17,786
Total		Total	

Total number of African American students that graduated in 2014	476	Total number of non-African American students that graduated in 2014	4825
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	2
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	32
Total non- African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	3
Total African American faculty that experienced separation from the university	72

**4. 1) What is the total number of underutilization for African Americans?
2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?**

Each position vacancy is evaluated for current demographics and recruitment opportunities. Affirmative Action reviews the publicity plans for each vacancy to ensure proper advertising for optimal recruitment. In FY15, the department is looking at additional assistance and reporting capability for departments to enhance their recruitment efforts based on underutilization data.

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	6
Part-time tenured faculty	7
Full time non-tenured faculty	4
Adjunct faculty	5
Deans	4
Directors	8
Total	34

		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment of African American employees, monitor employment and departure of employees from the institution.

* Information not available

Section A.

Southern Illinois University Carbondale

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	7
Total	2	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents	2
Provost/Chancellor	1	Provost/Chancellor (any title/position)	18
Dean(s)	3	Dean(s)	26
Directors of programs	17	Directors of program	240
Total	21	Total	287
African American Faculty:		Non-Hispanic Faculty:	
Full time tenured faculty	18	Full time tenured faculty	452
Full time non-tenured faculty	42	Full time non-tenured faculty	578
Part-time faculty	7	Part-time faculty	110
Adjunct faculty	0	Adjunct faculty	12
Total	67	Total	1152
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	68	All administrative support staff	1251
Office and Clerical	40	Office and Clerical	803
Para-professionals	41	Para-professionals	469
Total	149	Total	2523
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	12	Any and all skilled craft workers	150
Service – Maintenance	40	Service – Maintenance	326
Total	52	Total	476

Grand total	291	Grand total	4445
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For 2014, total number of African American students	3498	For 2014, total number of non- African American students	17205
Total		Total	

Total number of African American students that graduated in 2014	678	Total number of non-African American students that graduated in 2014	4289
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	3
Total African American faculty that did not receive tenure	3
Total non- African American that received tenure	26
Total non- African American that did not receive tenure	5

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	166
Total African American faculty that experienced separation from the university	12

<p>4. 1) What is the total number of underutilization for African Americans?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?</p>
<p>1. The Affirmative Action Plan for Southern Illinois University Carbondale calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. Only the EEO-6 category “AA Executives, Administrative, and Managerial” was found to be underutilized for African American. SIUC has 14 African American employees in this EEO-6 category which is 7.04% of this population. Our availability was found to be 9.08% with an expected number of incumbents to be 18.1 African American employees. The difference of the expected to the incumbency would be 4.1 African-Americans.</p> <p>2. AA Executive, Administrative, and Managerial is the EEOC occupation category with the greatest underutilization for African-Americans.</p>

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	24
Part-time tenured faculty	0
Full time non-tenured faculty	39
Adjunct faculty	0
Deans	1
Directors	16
Total	80

		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

In the past, SIU Carbondale has conducted internal climate studies.

The responsibility for monitoring departure of employees from the University has been shifted to Human Resources.

The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.

Section A.

Southern Illinois University Edwardsville

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	7
Total	2	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	9
Provost/Chancellor	2	Provost/Chancellor	7
Dean(s)	1	Dean(s)	26
Directors of programs	6	Directors of program	49
Total	9	Total	91
African American Faculty:		Non-Hispanic Faculty:	
Full time tenured faculty	15	Full time tenured faculty	279
Full time non-tenured faculty	21	Full time non-tenured faculty	311
Part-time faculty	8	Part-time faculty	271
Adjunct faculty	0	Adjunct faculty	0
Total	44	Total	861
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	114	All administrative support staff	402
Office and Clerical	31	Office and Clerical	328
Para-professionals	108	Para-professionals	146
Total	253	Total	876
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	2	Any and all skilled craft workers	60
Service – Maintenance	24	Service – Maintenance	216
Total	26	Total	276

Grand Total	332	Grand Total	2104
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For 2014, total number of African American students	1817	For 2014, total number of non-African American students	12033
Total		Total	

Total number of African American students that graduated in 2014	247	Total number of non-African American students that graduated in 2014	2846
Total		Total	

2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	25
Total non- African American that did not receive tenure	0

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	42
Total African American faculty that experienced separation from the university	1

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
<p><u>1. SIUE calculates underutilization using the “whole persons” rule between the expected number of employees in a particular job group based on availability and any shortfall that exists in the job group. Out of 2436 employees, the total underutilization for African-American employees is 79.</u></p> <p><u>2. SIUE does not use EEOC categories when calculating underutilization (or the categories above). The largest underutilizations by Job Group are “Clerical/Secretarial” and “Service Maintenance.” There are 38 African-American employees in “Clerical/Secretarial” out of 385 total employees in the job group. There is a shortfall of 32 people. For “Service Maintenance”, there are 27 African American employees out of 248 with a shortfall of 11 individuals. Both job groups are almost entirely civil service positions.</u></p>

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input type="radio"/>	<input checked="" type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input type="radio"/>	<input checked="" type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input type="radio"/>	<input checked="" type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	
Part-time tenured faculty	
Full time non-tenured faculty	
Adjunct faculty	
Deans	
Directors	2
Total	2

		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access, and Title IX Coordination (“EOA”) works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. When a job opening is available in an underrepresented job group, the search committee is made aware of any goals and required to develop a recruitment plan to address the goal.

EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.

Section A.

University of Illinois at Chicago

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:				
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	10	
Total	2	Total	10	
African American Administrators:		Non-African American Administrators:		
University President	0	University President	0	
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	3	
Provost/Chancellor (any title/position)	4	Provost/Chancellor (any title/position)	24	
Dean(s) (list all Deans titles)	12	Dean(s) (list all Deans title)	83	
Directors of programs (list all director titles)	127	Directors of program (list all director titles)	608	
Total	144	Total	715	
African American Faculty:		Non-African American Faculty:		
Full time tenured faculty	34	Full time tenured faculty	803	
Full time non-tenured faculty	79	Full time non-tenured faculty	1209	
Part-time faculty	49	Part-time faculty	1014	
Adjunct faculty	20	Adjunct faculty	224	
Total	182	Total	3250	
African American (administrative) Support staff:		Non- African American (administrative) Support staff:		
All administrative support staff	830	All administrative support staff	4039	
Office and Clerical	246	Office and Clerical	398	
Para-professionals	694	Para-professionals	1016	
Total	1770	Total	5453	
African American Union and non-Union		Non- African American Union and non-Union		
Any and all skilled craft workers	11	Any and all skilled craft workers	128	
Service – Maintenance	342	Service – Maintenance	260	
Total	353	Total	388	
Grand total		2449	Grand total	
2449		9806		
For 2014, total number of African American students	2,197	For 2014, total number of non-African American students	25,841	
Total		Total		

2. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	3
Total African American faculty that did not receive tenure	1
Total non- African American that received tenure	90
Total non- African American that did not receive tenure	5

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	114
Total African American faculty that experienced separation from the university	8

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?			
1. 401			
2.			
Job Group	Description	Shortfall	Total Employees
82	Instruction/Research Assistant (GA)	320	2791

Section B

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

	Yes	No	
5. Does your institution currently have an African American Resource Center (AARC)?	X	<input type="radio"/>	
6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	X	<input type="radio"/>	
7. Is the center Director/Coordinator African American?	X	<input type="radio"/>	
8. Does the center Director/Coordinator assist in the recruitment of African American students?	X	<input type="radio"/>	
9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	X	<input type="radio"/>	
10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	70		
Part-time tenured faculty	n/a		
Full time non-tenured faculty	n/a		
Adjunct faculty	n/a		
Deans	n/a		
Directors	n/a		
Total	70		
	Yes	No	
11. For African American employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	X	<input type="radio"/>
	Self-development training	X	<input type="radio"/>
12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.

Section A.

University of Illinois at Urbana-Champaign

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	10
Total	2	Total	10
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	0
Provost/Chancellor (any title/position)	5	Provost/Chancellor (any title/position)	31
Dean(s) (list all Deans titles)	8	Dean(s) (list all Deans title)	105
Directors of programs (list all director titles)	76	Directors of program (list all director titles)	876
Total	89	Total	1003
African American Faculty:		Non-African American Faculty:	
Full time tenured faculty	56	Full time tenured faculty	1288
Full time non-tenured faculty	57	Full time non-tenured faculty	1207
Part-time faculty	14	Part-time faculty	614
Adjunct faculty	3	Adjunct faculty	109
Total	130	Total	3218
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	191	All administrative support staff	3338
Office and Clerical	121	Office and Clerical	1092
Para-professionals	72	Para-professionals	660
Total	384	Total	5090
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	32	Any and all skilled craft workers	541
Service – Maintenance	263	Service – Maintenance	<u>952</u>
Total	295	Total	1493

Grand total	898	Grand total	10804
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For 2014, total number of African American students	2,239	For 2014, total number of non- African American students	42,703
Total		Total	

Total number of African American students that graduated in 2014	551	Total number of non-African American students that graduated in 2014	11,487
Total		Total	

2. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	1
Total non- African American that received tenure	50
Total non- African American that did not receive tenure	6

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	68
Total African American faculty that experienced separation from the university	4

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p><u>1.201 out of 10605 (AAP Shortfall) Shortfall indicates the difference in “whole persons” between the expected number of employees in this category based on availability calculations and the actual number of individuals employed in this category. That is, if there were 201 additional African American employees (without changing the total number of employees), the total shortfall would be zero.</u></p> <p><u>2. University of Illinois at Urbana-Champaign does not utilized EEOC categories. See below for list of the top five job groups with largest shortfall for Civil Service, Academic Professional, and Faculty job groups.</u></p>	

Job Group	Employee Group	Job Group Description	Shortfall African American	Total Employees
5B3	Civil Service	Office Support Clericals Level 3	8	316
5B2	Civil Service	Office Support Clericals Level 2	7	244
5Z2	Civil Service	Other Clericals Level 2	3	30
6K1	Civil Service	Metal Craftsmen Level 1	3	38
7C3	Civil Service	Cleaning Service Workers Level 3	2	31
M3	AP	IT Systems Level 3	17	537
Q3	AP	Research Disciplines Level 3	9	344
Z3	AP	State Surveys Level 3	6	244
H3	AP	Facilities/Public Safety Level 3	5	107
C3	AP	Bus/Finance Level 3	5	129
NBB4	Faculty	University Laboratory HS Other Academic	4	34
KVV4	Faculty	Intensive English Institute Other Academic	2	28
KPH1	Faculty	Mechanical Engineering Professors	2	32
KVS1	Faculty	English Professors	2	17
LPA4	Faculty	Library & Information Science Other Academics	2	23

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>
6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>

10. How many Affirmative Action program positions are held by African Americans?	
Tenured faculty	<u>90</u>
Part-time tenured faculty	<u>3</u>
Full time non-tenured faculty	<u>22</u>
Adjunct faculty	<u>3</u>
Deans	<u>0</u>
Directors	<u>0</u>
Total	<u>115</u>

Note: "Director" Titles for faculty members are not tracked in our Affirmative Action Plan. Faculty members with a "Director" appointment are listed with their faculty rank instead (Professor/Associate Professor/Assistant Professor)

		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Target Of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program. The Targets of Opportunity Program (TOP) is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veterans' status in specific units on campus.

CORE – Charged with reviewing and providing guidance in diversity efforts which includes faculty and staff.

DRIVE – Faculty committee committed to the recruitment of underrepresented faculty at the University of Illinois. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois.

Other Ongoing Efforts – Illinois makes a variety of good faith efforts for each and every search for academic and professional staff, appoints EEO officers to every college on the Illinois campus charged with reviewing and overseeing the search process for each college, and we nominate Diversity Advocates to serve on all search committees to further advocate for diversity in the search process and help committees avoid unintentional bias in the search process.

Section A.

University of Illinois at Springfield

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	10
Total	2	Total	10
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	1
Provost/Chancellor (any title/position)	2	Provost/Chancellor (any title/position)	12
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	7
Directors of programs (list all director titles)	4	Directors of program (list all director titles)	64
Total	6	Total	84
African American Faculty:		Non-African American Faculty:	
Full time tenured faculty	2	Full time tenured faculty	110
Full time non-tenured faculty	6	Full time non-tenured faculty	79
Part-time faculty	0	Part-time faculty	32
Adjunct faculty	5	Adjunct faculty	129
Total	13	Total	350
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	11	All administrative support staff	202
Office and Clerical	0	Office and Clerical	78
Para-professionals	3	Para-professionals	55
Total	14	Total	335
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	0	Any and all skilled craft workers	21
Service – Maintenance	6	Service – Maintenance	63
Total	6	Total	84

Grand total	39	Grand total	853
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For 2014, total number of African American students	612	For 2014, total number of non-African American students	4,525
Total		Total	

Total number of African American students that graduated in 2014	110	Total number of non-African American students that graduated in 2014	1,248
Total		Total	

2. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	0
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	3
Total non- African American that did not receive tenure	1

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	7
Total African American faculty that experienced separation from the university	0

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
<p>1.</p> <p>2. UIS has contracted with People Fluent, a major firm for the provision of Underutilization Data by occupational categories, and we expect to have such data compilations finalized soon. Staffing changes and shortfalls internally and at People Fluent have impacted timing but we are now on track for this data.</p>

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	<u>0</u>
Part-time tenured faculty	<u>0</u>
Full time non-tenured faculty	<u>1</u>
Adjunct faculty	<u>0</u>
Deans	<u>0</u>
Directors	<u>0</u>
Total	<u>1</u>

	Yes	No	
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Yes, the Office of Access and Equal Opportunity monitors such recruitment and advises the Chancellor and all campus hiring units. Additional, Campus Human Resources conducts exit interviews for all employees on resignation or retirement, including the collection of information of significance to African American employees relative to climate, advancement opportunities, and other interests and impacts.

Section A.

University of Illinois Administration

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	2	Board of Directors/Regents (Non-African American on Board)	10
Total	0	Total	10
African American Administrators:		Non-African American Administrators:	
University President	<u>0</u>	University President	<u>1</u>
Vice Presidents (list all titles)	2	Vice Presidents (list all titles)	33
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	0
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	0
Directors of programs (list all director titles)	16	Directors of program (list all director titles)	235
Total	18	Total	269
African American Faculty:		Non-African American Faculty:	
Full time tenured faculty	0	Full time tenured faculty	0
Full time non-tenured faculty	<u>0</u>	Full time non-tenured faculty	4
Part-time faculty	0	Part-time faculty	<u>1</u>
Adjunct faculty	0	Adjunct faculty	<u>1</u>
Total	0	Total	6
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	68	All administrative support staff	637
Office and Clerical	24	Office and Clerical	149
Para-professionals	3	Para-professionals	22
Total	95	Total	808
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	<u>0</u>	Any and all skilled craft workers	0
Service – Maintenance	<u>1</u>	Service – Maintenance	16
Total	1	Total	16

Grand total	114	Grand total	1099
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For 2014, total number of African American students	N/A	For 2014, total number of non-African American students	N/A
Total		Total	

Total number of African American students that graduated in 2014	N/A	Total number of non-African American students that graduated in 2014	N/A
Total		Total	

2. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	n/a
Total African American faculty that did not receive tenure	n/a
Total non- African American that received tenure	n/a
Total non- African American that did not receive tenure	n/a

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	n/a
Total African American faculty that experienced separation from the university	n/a

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p>1. The current affirmative action plan does not indicate an underutilization for African Americans.</p> <p>2. University of Illinois Administration does not use EEOC occupational categories. In any case, the current AAP does not indicate an underutilization for African Americans.</p>	

Section B

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

		Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?		<input type="radio"/>	<input checked="" type="radio"/>
6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?		<input type="radio"/>	<input type="radio"/>
7. Is the center Director/Coordinator African American?		<input type="radio"/>	<input checked="" type="radio"/>
8. Does the center Director/Coordinator assist in the recruitment of African American students?		<input type="radio"/>	<input checked="" type="radio"/>
9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?		<input type="radio"/>	<input checked="" type="radio"/>
10. How many Affirmative Action program positions are held by African American?			
Tenured faculty		NA	
Part-time tenured faculty		NA	
Full time non-tenured faculty		NA	
Adjunct faculty		NA	
Deans		NA	
Directors		NA	
Total		0	
*University Administration recruits for diversity candidates for all its positions in conjunction with its affirmative action plan and regardless of underutilization.			
		Yes	No
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
12. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

University Administration (UA) evaluates the selection process to ensure freedom from bias by reviewing job applications and other pre-employment forms to ensure information is job related; evaluating selection methods; training management and search committee members on interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.

Section A.

Western Illinois University

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors/Regents (African American on Board)	1	Board of Directors/Regents (Non-African American on Board)	7
Total	1	Total	7
African American Administrators:		Non-African American Administrators:	
University President	1	University President	0
Vice Presidents	2	Vice Presidents	9
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	1	Dean(s)	12
Directors of programs	3	Directors of program	62
Total	7	Total	84
African American Faculty:		Non-African American Faculty:	
Full time tenured faculty	31	Full time tenured faculty	478
Full time non-tenured faculty	1	Full time non-tenured faculty	118
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	2	Adjunct faculty	82
Total	34	Total	678
African American (administrative) Support staff:		Non- African American (administrative) Support staff:	
All administrative support staff	29	All administrative support staff	559
Office and Clerical	7	Office and Clerical	230
Para-professionals	5	Para-professionals	82
Total	41	Total	871
African American Union and non-Union		Non- African American Union and non-Union	
Any and all skilled craft workers	1	Any and all skilled craft workers	74
Service – Maintenance	20	Service – Maintenance	175
Total	21	Total	249

Grand total	103	Grand total	1889
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For 2014, total number of African American students Total	1897	For 2014, total number of non-African American students Total	9561
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Total number of African American students that graduated in 2014 Total	229	Total number of non-African American students that graduated in 2014 Total	2645
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2. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non- African American that received tenure	31
Total non- African American that did not receive tenure	1

3. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	9
Total African American faculty that experienced separation from the university	0

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?
1) 139 2) Office & Clerical/Para-Professional 37 (10.87%)

Section B

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

	Yes	No
5. Does your institution currently have an African American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>

6. If your Institution has an AARC does the center have a Director or Coordinator that helps address the needs of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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7. Is the center Director/Coordinator African American?	<input checked="" type="radio"/>	<input type="radio"/>
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8. Does the center Director/Coordinator assist in the recruitment of African American students?	<input checked="" type="radio"/>	<input type="radio"/>
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9. Does the university currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
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10. How many Affirmative Action program positions are held by African American?	
Tenured faculty	0
Part-time tenured faculty	0
Full time non-tenured faculty	1
Adjunct faculty	0
Deans	0
Directors	0
Total	1

	Yes	No	
11. For African American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>

12. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%
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13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of African American employees. Faculty and A&P positions are advertised in niche publication through the Office of Equal Opportunity and Access. Search committees also create an advertising distribution plan that includes diverse publications.

The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees. The Workforce Diversity sub-committee of the University Diversity Council is currently in the process of finalizing a survey and procedure to collect exit information for faculty and A&P employees.

Section A.

Illinois Board of Higher Education

1. As of June 30, 2014, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:				
Board of Directors (African American on Board)		Board of Directors (Non-African American on Board)		
Total	4	Total	12	
African American Administrators:		Non-African American Administrators:		
Executive Director	0	Executive Director	1	
Deputy Directors	2	Deputy Directors	2	
Total	2	Total	3	
African American:		Non-African American:		
Senior Associate Directors	0	Senior Associate Directors	1	
Associate Directors	2	Associate Directors	7	
Assistant Directors	3	Assistant Directors	11	
Total	7	Total	19	
African American (administrative) Support staff:		Non- African American (administrative) Support staff:		
All administrative support staff	0	All administrative support staff	9	
Office and Clerical	0	Office and Clerical	0	
Para-professionals	0	Para-professionals	0	
Total	0	Total	9	
Grand total		7	Grand total	
			31	

3.			
1) What is the total number of underutilization for African Americans?			
2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?			
1.	0		
2.	None		