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BOARD OF HIGHER EDUCATION

*Promoting An Educated Illinois*

**Illinois Hispanic Employment Plan  
for Public Universities**

**Fiscal Year 2014**

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# ILLINOIS HISPANIC EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

## Introduction

The Illinois Board of Higher Education (IBHE) submits the third annual *Illinois Hispanic Employment Plan for Public Universities* to the Illinois General Assembly pursuant to the State Employment Records Act (5 ILCS 410/20). This report provides information on the progress of efforts to hire and promote Hispanic faculty, administrative staff, and bilingual employees at public universities and IBHE.

## Hispanics in Illinois Public Universities

The IBHE, in consultation with the Hispanic Employment Plan for Higher Education Committee, conducted a survey of the Illinois public universities to obtain the number of Hispanics employed as of June 30, 2014. The total number of Hispanic employees at public universities in 2014 was 2,812. This is an increase of 220 employees (or 8.48 percent) from the total number reported as of June 30, 2013, 2,592. The numbers of Hispanic employees in 2012, 2013, and 2014 are shown by campus in the table below.

| <b>2014 Hispanic Employees at Public Universities</b> |              |              |              |
|---|--------------|--------------|--------------|
| (full-time and part-time)                             |              |              |              |
|   | <b>2012</b>  | <b>2013</b>  | <b>2014</b>  |
| Chicago State University                              | 44           | 32           | 40           |
| Eastern Illinois University                           | 25           | 22           | 24           |
| Governor State University                             | 30           | 30           | 43           |
| Illinois State University                             | 97           | 98           | 91           |
| Northeastern Illinois University                      | 253          | 164          | 242          |
| Northern Illinois University                          | 106          | 112          | 115          |
| Southern Illinois University - Carbondale             | 85           | 81           | 84           |
| Southern Illinois University - Edwardsville           | 37           | 51           | 44           |
| University of Illinois at Chicago                     | 1,532        | 1,544        | 1617         |
| University of Illinois at Urbana/Champaign            | 333          | 341          | 395          |
| University of Illinois Springfield                    | 14           | 19           | 26           |
| University of Illinois System Administration          | 68           | 66           | 63           |
| Western Illinois University                           | 28           | 30           | 27           |
| Board of Higher Education                             |              |              |              |
|   | <u>1</u>     | <u>1</u>     | <u>1</u>     |
| <b>Total</b>  | <b>2,653</b> | <b>2,592</b> | <b>2,812</b> |
| Increase or decrease from prior year                  | 122          | -61          | 220          |
| Percentage change                                     | 4.80%        | 2.30%        | 8.48%        |

In 2014, approximately 60 percent of the Hispanic employees at public universities are categorized as administrative support staff. The second largest category is faculty with 22 percent of the total. Service and maintenance, administrators, and skilled craft workers make up the remainder of the 2,812 Hispanic 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.

| <b>Hispanic Employees in Public Universities by Employee Category</b> |                |                               |                              |                       |                     |             |
|---|----------------|-------------------------------|------------------------------|-----------------------|---------------------|-------------|
|   | Administrators | Faculty<br>(Includes adjunct) | Administrative Support Staff | Skilled Craft Workers | Service Maintenance | Totals      |
| Chicago State University  | 5              | 15                            | 12                           | 1                     | 7                   | 40          |
| Eastern Illinois University   | 1              | 15                            | 4                            | 0                     | 4                   | 24          |
| Governor State University   | 4              | 23                            | 13                           | 0                     | 3                   | 43          |
| Illinois State University   | 1              | 30                            | 23                           | 4                     | 33                  | 91          |
| Northeastern Illinois University                                      | 18             | 60                            | 143                          | 3                     | 18                  | 242         |
| Northern Illinois University  | 12             | 33                            | 51                           | 8                     | 11                  | 115         |
| Southern Illinois University - Carbondale                             | 6              | 43                            | 25                           | 1                     | 9                   | 84          |
| Southern Illinois University - Edwardsville                           | 1              | 27                            | 13                           | 1                     | 2                   | 44          |
| University of Illinois at Chicago                                     | 81             | 187                           | 1179                         | 14                    | 156                 | 1617        |
| University of Illinois at Urbana/Champaign                            | 32             | 167                           | 136                          | 8                     | 52                  | 395         |
| University of Illinois Springfield                                    | 2              | 12                            | 11                           | 1                     | 0                   | 26          |
| University of Illinois System Administration                          | 4              | 0                             | 59                           | 0                     | 0                   | 63          |
| Western Illinois University   | 4              | 13                            | 9                            | 0                     | 1                   | 27          |
| Board of Higher Education   | 1              | 0                             | 0                            | 0                     | 0                   | 1           |
| <b>Subtotals</b>  | <b>172</b>     | <b>625</b>                    | <b>1678</b>                  | <b>41</b>             | <b>296</b>          | <b>2812</b> |
| Percentage totals   | 6%             | 22%                           | 60%                          | 1%                    | 11%                 | 100%        |

The IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain Hispanic employees. Each institution provided information about current and future internal studies, surveys, and committees regarding Hispanic employment. The activities vary by institution due to the individual missions of the institutions and the populations of students served. For example, Northeastern Illinois University is a Hispanic Serving Institution (HSI), i.e., 25 percent or more of the students are Hispanic. This is a U.S. Dept of Education designation that gives the institution an opportunity to apply for Title V grants to serve Hispanic students. 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 2,812 Hispanics as of June 30, 2014. This is an increase of 220 additional Hispanic employees (or an increase of 8.48 percent) from the prior year. The majority of Hispanic employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of Hispanic employees is provided in the appendices.

### Members of the Latino Employment Plan for Higher Education (HEPHE) Advisory Committee

Jorge Chapa, Professor, Institute of Governmental & Public Affairs, University Administration UIUC  
 Karen Hunter Anderson, Executive Director, Illinois Community College Board  
 Suleyma Perez, Executive Director of Governmental Relations, NEIU  
 Hugo Teruel, Director, Latin American Recruitment and Educational Services program (LARES), UIC  
 Jose Lopez, Illinois Association of Hispanic State Employees, HEPHE Liaison  
 Giraldo Rosales, Dean of Students, UIUC  
 Richard J. Tapia, Associate Director Diversity and Outreach, Illinois Board of Higher Education, chair

## **Appendix A**

Illinois Hispanic Employment Plan  
Narrative Responses by Public Universities

|                                    |  |
|------------------------------------|--|
| <p>Survey Question:</p>            | <p>Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative:</p>  |
| <p>Chicago State University</p>    | <p>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.</p>  |
| <p>Eastern Illinois University</p> | <p>Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Hispanic 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 Hispanic, 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 Hispanic, 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 Hispanics.</p> |
| <p>Governors State University</p>  | <p>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.</p> <p>All employees on their departure from the university are given the opportunity to complete an Exit Interview form.</p>   |

|  |  |
|--|--|
| <p>Survey Question:</p>                            | <p>Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative: (continued)</p>  |
| <p>Illinois State University</p>                   | <p>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 Hispanic 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.</p> |
| <p>Northeastern Illinois University</p>            | <p>Yes, the NEIU Office of Institutional Research 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.</p>  |
| <p>Northern Illinois University</p>                | <p>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 Hispanic employees, monitor employment and departure of employees from the institution.</p>  |
| <p>Southern Illinois University - Carbondale</p>   | <p>In the past, SIU Carbondale has conducted internal climate studies.</p> <p>The responsibility for monitoring departure of employees from the University has been shifted to Human Resources.</p> <p>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.</p>  |
| <p>Southern Illinois University - Edwardsville</p> | <p>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.</p> <p>EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.</p>   |
| <p>University of Illinois at Chicago</p>           | <p>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.</p>   |

|   |   |
|---|---|
| <p>Survey Question:</p>                             | <p>Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative: (continued)</p>   |
| <p>University of Illinois at Urbana/Champaign</p>   | <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/reviewing and providing guidance in diversity efforts; including faculty and staff</p> <p>DRIVE – Faculty committee committed to the recruitment and retention of underrepresented faculty at the Illinois campus. 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> |
| <p>University of Illinois Springfield</p>           | <p>Yes, the Office of Access and Equal Opportunity monitors and advises the recruitment of Latino employees, and the office of Human Resources conducts exit surveys to monitor impacts on departure of employees from the institution.</p>   |
| <p>University of Illinois System Administration</p> | <p>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 proper 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.</p>   |
| <p>Western Illinois University</p>                  | <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 Hispanic employees. Faculty and A&amp;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&amp;P employees.</p>   |



## Appendix B

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



| Survey Responses,<br>by Campus or Unit     |        |
|--|--------|
|  | Page # |
| Chicago State University                   | -1-    |
| Eastern Illinois University                | -5-    |
| Governors State University                 | -9-    |
| Illinois State University                  | -13-   |
| Northeastern Illinois University           | -17-   |
| Northern Illinois University               | -21-   |
| Southern Illinois University Carbondale    | -25-   |
| Southern Illinois University Edwardsville  | -29-   |
| University of Illinois at Chicago          | -33-   |
| University of Illinois at Urbana/Champaign | -37-   |
| University of Illinois Springfield         | -41-   |
| University of Illinois System Admin Unit   | -46-   |
| Western Illinois University                | -50-   |
| Board of Higher Education                  | -54-   |

## Hispanic Employment Plan for Higher Education

### Section A.

#### Chicago State University

**1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:**    Y     N

| 2. As of June 30, 2014, provide the total number of Hispanics employed or appointed within each of the following university positions and categories. Only employed numbers are counted: |           |   |            |
|--|-----------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board)  | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board)                   | 7          |
| Total  | <b>0</b>  | Total   | <b>7</b>   |
| <b>Hispanic Administrators:</b>  |           | <b>Non-Hispanics Administrators:</b>  |            |
| University President   | 0         | University President  | 1          |
| Vice Presidents (list all titles)  | 1         | Vice Presidents (list all titles)   | 7          |
| Provost/Chancellor (any title/position)  | 0         | Provost/Chancellor (any title/position)<br>1. Provost and Senior Vice President | 1          |
| Directors of programs (list all director titles)   | 4         | Directors of programs (list all director titles)                                | 53         |
| Total  | <b>5</b>  | Total   | <b>70</b>  |
| <b>Hispanic Faculty:</b>   |           | <b>Non-Hispanic Faculty:</b>  |            |
| Full time tenured faculty  | 8         | Full time tenured faculty   | 123        |
| Full time non-tenured faculty  | 7         | Full time non-tenured faculty   | 141        |
| Part-time faculty  | 0         | Part-time faculty   | 0          |
| Adjunct faculty  | 0         | Adjunct faculty   | 0          |
| Total  | <b>15</b> | Total   | <b>264</b> |
| <b>Hispanic (administrative) Support staff:</b>  |           | <b>Non-Hispanic (administrative) Support staff:</b>                             |            |
| All administrative support staff   | 2         | All administrative support staff  | 21         |
| Office and Clerical  | 6         | Office and Clerical   | 45         |
| Para-professionals   | 4         | Para-professionals  | 80         |
| Total  | <b>12</b> | Total   | <b>146</b> |
| <b>Hispanic Union and non-Union</b>  |           | <b>Non-Hispanic Union and non-Union</b>   |            |
| Any and all skilled craft workers  | 1         | Any and all skilled craft workers   | 34         |
| Service – Maintenance  | 7         | Service – Maintenance   | 111        |
| Total  | <b>8</b>  | Total   | <b>145</b> |

|                    |           |                    |            |
|--------------------|-----------|--------------------|------------|
| <b>Grand total</b> | <b>40</b> | <b>Grand total</b> | <b>632</b> |
|--------------------|-----------|--------------------|------------|

|   |            |   |              |
|---|------------|---|--------------|
| For 2014, total number of Hispanic students | <b>340</b> | For 2014, total number of non-Hispanic students | <b>5,361</b> |
| <b>Total</b>                                |            | <b>Total</b>                                    |              |

|  |           |  |            |
|--|-----------|--|------------|
| Total number of Hispanic students that graduated in 2014 | <b>65</b> | Total number of non-Hispanic students that graduated in 2014 | <b>928</b> |
| <b>Total</b>   |           | <b>Total</b>   |            |

|   |    |
|---|----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
| Total non-Hispanic faculty that experienced separation from the university                          | 32 |
| Total Hispanic faculty that experienced separation from the university                              | 1  |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 1  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 10 |
| Total non-Hispanic that did not receive tenure   | 0  |

|  |  |
|--|--|
| <b>6. 1) What is the total number of underutilization for Hispanics?<br/>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</b>   |  |
| <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 no underutilization of Hispanics. The total number of underutilization is zero (0).<br/> Hispanic Student enrollment – 5.96%<br/> Hispanic Workforce - 6.36%</p> <p>2) Not applicable<br/> 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 Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |          |
|--|----------|
| Tenured faculty  | 0        |
| Part-time tenured faculty  | 0        |
| Full time non-tenured faculty  | 0        |
| Adjunct faculty  | 0        |
| Deans  | 0        |
| Directors  | 0        |
| <b>Total</b>   | <b>0</b> |

|  | Yes  | No   |
|--|--|--|
| 15. For Hispanic 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"/> |
| 16. What percentage of university employees are union?   | <input checked="" type="radio"/> More than 50% <input type="radio"/> Less than 50% |  |

17. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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 retentions. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.

Section A.

Eastern Illinois University

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:    Y     N

| 1. As of June 30, 2014, provide the total number of Hispanics employed or appointed within each of the following university positions and categories. Only employed numbers are counted: |           |   |            |
|--|-----------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board)  | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board)                   | 7          |
| Total  | <b>0</b>  | Total   | <b>7</b>   |
| <b>Hispanic Administrators:</b>  |           | <b>Non-Hispanic Administrators:</b>   |            |
| University President   | 0         | University President  | 1          |
| Vice Presidents (list all titles)  | 0         | Vice Presidents (list all titles)   | 10         |
| Provost/Chancellor (any title/position)  | 0         | Provost/Chancellor (any title/position)<br>1. Provost and Senior Vice President | 1          |
| Deans (list all Deans)   | 0         | Deans (list all Deans)  | 14         |
| Directors of programs (list all director titles)   | 1         | Directors of programs (list all director titles)                                | 132        |
| Total  | <b>1</b>  | Total   | <b>158</b> |
| <b>Hispanic Faculty:</b>   |           | <b>Non-Hispanic Faculty:</b>  |            |
| Full time tenured faculty  | 10        | Full time tenured faculty   | 290        |
| Full time non-tenured faculty  | 1         | Full time non-tenured faculty   | 97         |
| Part-time faculty  | 4         | Part-time faculty   | 28         |
| Adjunct faculty  | 0         | Adjunct faculty   | 161        |
| Total  | <b>15</b> | Total   | <b>576</b> |
| <b>Hispanic (administrative) Support staff:</b>  |           | <b>Non-Hispanic (administrative) Support staff:</b>                             |            |
| All administrative support staff   | 3         | All administrative support staff  | 300        |
| Office and Clerical  | 0         | Office and Clerical   | 221        |
| Para-professionals   | 1         | Para-professionals  | 14         |
| Total  | <b>4</b>  | Total   | <b>535</b> |
| <b>Hispanic Union and non-Union</b>  |           | <b>Non-Hispanic Union and non-Union</b>   |            |
| Any and all skilled craft workers  | 0         | Any and all skilled craft workers   | 117        |
| Service – Maintenance  | 4         | Service – Maintenance   | 213        |
| Total  | <b>4</b>  | Total   | <b>330</b> |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>24</b> | <b>Grand total</b> | <b>1,606</b> |
|--------------------|-----------|--------------------|--------------|

|   |            |   |              |
|---|------------|---|--------------|
| For 2014, total number of Hispanic students | <b>444</b> | For 2014, total number of non-Hispanic students | <b>8,469</b> |
| <b>Total</b>                                |            | <b>Total</b>                                    |              |

|  |           |  |              |
|--|-----------|--|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>80</b> | Total number of non-Hispanic students that graduated in 2014 | <b>2,634</b> |
| <b>Total</b>   |           | <b>Total</b>   |              |

| <b>2. As of June 30, 2014, provide the number of faculty up for tenure at your institution:</b> |    |
|---|----|
| Total Hispanic faculty that received tenure   | 0  |
| Total Hispanic faculty that did not receive tenure  | 0  |
| Total non-Hispanic faculty that received tenure   | 24 |
| Total non-Hispanic faculty that did not receive tenure  | 0  |

| <b>3. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
|---|----|
| Total non-Hispanic faculty that experienced separation from the university                          | 14 |
| Total Hispanic faculty that experienced separation from the university                              | 1  |

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

1) Availability data from our AY 13-14 AAP.

| 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%         | 41.8%    | 14.2%      |

2) For Utilization data, please review 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 Hispanic. 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 Hispanics in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of Asian 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 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 Statue of *State of Illinois Hispanic Employment Plan*

|   |  | Yes                                 | No                    |
|---|--|-------------------------------------|-----------------------|
| 5. Does your institution currently have a Hispanic Resource Center (HRC)?   |  | <input checked="" type="radio"/>    | <input type="radio"/> |
| 6. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                            |  | <input checked="" type="radio"/>    | <input type="radio"/> |
| 7. Is the center Director/Coordinator Hispanic?   |  | <input checked="" type="radio"/>    | <input type="radio"/> |
| 8. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   |  | <input checked="" type="radio"/>    | <input type="radio"/> |
| 9. Does the university currently employ culturally competent Spanish speaking 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 Hispanics?  |  |                                     |                       |
| Tenured faculty   |  | 6                                   |                       |
| Part-time tenured faculty   |  | 0                                   |                       |
| Full time non-tenured faculty   |  | 6                                   |                       |
| Adjunct faculty   |  | 0                                   |                       |
| Deans   |  | 0                                   |                       |
| Directors   |  | 0                                   |                       |
| <b>Total</b>  |  | <b>12</b>                           |                       |
|   |  | Yes                                 | No                    |
| 11. For Hispanic 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% |                       |



14. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic 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 Hispanic 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 Hispanic, 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 Hispanic, 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 Hispanics.

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

Section A.

Governors State University

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:    Y     N

|   |           |   |            |
|---|-----------|---|------------|
| <b>2. As of June 30, 2014, provide the total number of Hispanics employed or appointed within each of the following university positions and categories. Only employed numbers are counted:</b> |           |   |            |
| <b>Board of Directors/Regents</b><br>(Hispanics on Board)   | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board)                         | 8          |
| Total   | <b>0</b>  | Total   | <b>8</b>   |
| <b>Hispanic Administrators:</b>   |           | <b>Non-Hispanics Administrators:</b>  |            |
| University President  | 0         | University President  | 1          |
| Vice Presidents (list all titles)   | 0         | Vice Presidents (list all titles)   | 16         |
| Provost/Chancellor (any title/position)   | 0         | Provost/Chancellor (any title/position)<br>1. Associate Provost, AVP Academic Affairs | 4          |
| Deans (list all Dean titles)  | 0         | Deans (list all Dean titles)  | 6          |
| Directors of programs (list all director titles)  | 4         | Directors of programs (list all director titles)                                      | 72         |
| Total   | <b>4</b>  | Total   | <b>99</b>  |
| <b>Hispanic Faculty:</b>  |           | <b>Non-Hispanic Faculty:</b>  |            |
| Full time tenured faculty   | 4         | Full time tenured faculty   | 91         |
| Full time non-tenured faculty   | 2         | Full time non-tenured faculty   | 115        |
| Part-time faculty   | 2         | Part-time faculty   | 35         |
| Adjunct faculty   | 15        | Adjunct faculty   | 463        |
| Total   | <b>23</b> | Total   | <b>704</b> |
| <b>Hispanic (administrative) Support staff:</b>   |           | <b>Non-Hispanic (administrative) Support staff:</b>                                   |            |
| All administrative support staff  | 8         | All administrative support staff  | 202        |
| Office and Clerical   | 0         | Office and Clerical   | 47         |
| Para-professionals  | 5         | Para-professionals  | 83         |
| Total   | <b>13</b> | Total   | <b>332</b> |
| <b>Hispanic Union and non-Union</b>   |           | <b>Non-Hispanic Union and non-Union</b>   |            |
| Any and all skilled craft workers   | 0         | Any and all skilled craft workers   | 16         |
| Service – Maintenance   | 3         | Service – Maintenance   | 36         |
| Total   | <b>3</b>  | Total   | <b>52</b>  |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>43</b> | <b>Grand total</b> | <b>1,195</b> |
|--------------------|-----------|--------------------|--------------|

|   |            |   |              |
|---|------------|---|--------------|
| For 2014, total number of Hispanic students | <b>488</b> | For 2014, total number of non-Hispanic students | <b>5,289</b> |
| <b>Total</b>                                |            | <b>Total</b>                                    |              |

|  |            |   |              |
|--|------------|---|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>143</b> | Total number of non- Hispanic students that graduated in 2014 | <b>1,504</b> |
| <b>Total</b>   |            | <b>Total</b>  |              |

|   |   |
|---|---|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |   |
| Total non-Hispanic faculty that experienced separation from the university                          | 9 |
| Total Hispanic faculty that experienced separation from the university                              | 1 |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 0  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 14 |
| Total non-Hispanic that did not receive tenure   | 0  |

|   |  |
|---|--|
| <b>6. 1) What is the total number of underutilization for Hispanics?<br/>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</b>  |  |
| <p>The underutilization for Hispanic/Latino is 31/1%. This is driven in all categories, particularly administrative and civil service positions which pull from a local pool. Locally, there is a very low Hispanic/Latino population compared to the state and national average (estimated 6.8% in Will County compared to 14.1% in Illinois and 14.6% nationally—US Census estimates)</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 Hispanic Employment Plan*

|  | Yes   | No                               |
|--|---|----------------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input type="radio"/>   | <input type="radio"/>            |
| 9. Is the center Director/Coordinator Hispanic?  | <input type="radio"/>   | <input type="radio"/>            |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input type="radio"/>   | <input type="radio"/>            |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input type="radio"/>   | <input type="radio"/>            |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Full Time<br><input type="radio"/> Never |                                  |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 4         |
| Part-time tenured faculty  | 0         |
| Full time non-tenured faculty  | 2         |
| Adjunct faculty  | 15        |
| Deans  | 0         |
| Directors  | 4         |
| <b>Total</b>   | <b>25</b> |

|  | Yes                          | No  |
|--|------------------------------|---|
| 15. For Hispanic 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"/> Yes <input type="radio"/> No |
|  | Self-development training    | <input checked="" type="radio"/> Yes <input type="radio"/> No |

|  |  |                                     |
|--|--|-------------------------------------|
| 16. What percentage of university employees are union? | <input checked="" type="radio"/> Less than 50% | <input type="radio"/> More than 50% |
|--|--|-------------------------------------|

17. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic 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 elevated 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:    Y     N

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

|   |           |   |              |
|---|-----------|---|--------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 6            |
| Total   | <b>0</b>  | Total   | <b>6</b>     |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |              |
| University President                                      | 0         | University President  | 1            |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 16           |
| Provost/Chancellor (any title/position)                   | 0         | Provost/Chancellor (any title/position)                       | 4            |
| Deans (list all Dean titles)                              | 0         | Deans (list all Dean titles)                                  | 25           |
| Directors of programs (list all director titles)          | 1         | Directors of programs (list all director titles)              | 316          |
| Total   | <b>1</b>  | Total   | <b>362</b>   |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |              |
| Full time tenured faculty                                 | 13        | Full time tenured faculty                                     | 454          |
| Full time non-tenured faculty                             | 11        | Full time non-tenured faculty                                 | 403          |
| Part-time faculty   | 6         | Part-time faculty   | 282          |
| Adjunct faculty   | 0         | Adjunct faculty   | 0            |
| Total   | <b>30</b> | Total   | <b>1,139</b> |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |              |
| All administrative support staff                          | 20        | All administrative support staff                              | 863          |
| Office and Clerical                                       | 3         | Office and Clerical   | 418          |
| Para-professionals  | 0         | Para-professionals  | 66           |
| Total   | <b>23</b> | Total   | <b>1,347</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |              |
| Any and all skilled craft workers                         | 4         | Any and all skilled craft workers                             | 121          |
| Service – Maintenance                                     | 33        | Service – Maintenance   | 426          |
| Total   | <b>37</b> | Total   | <b>547</b>   |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>91</b> | <b>Grand total</b> | <b>3,395</b> |
|--------------------|-----------|--------------------|--------------|

|   |              |   |               |
|---|--------------|---|---------------|
| For 2014, total number of Hispanic students | <b>1,468</b> | For 2014, total number of non-Hispanic students | <b>18,804</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |               |

|  |            |   |              |
|--|------------|---|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>272</b> | Total number of non- Hispanic students that graduated in 2014 | <b>4,782</b> |
| <b>Total</b>   |            | <b>Total</b>  |              |

|   |     |
|---|-----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |     |
| Total non-Hispanic faculty that experienced separation from the university                          | 275 |
| Total Hispanic faculty that experienced separation from the university                              | 6   |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 1  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 33 |
| Total non-Hispanic that did not receive tenure   | 3  |

|  |  |
|--|--|
| <b>6. 1) What is the total number of underutilization for Hispanics?<br/>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</b>   |  |
| 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. |  |
| 2) Category 2D Professionals—Coaches and other Athletic Professionals.   |  |

**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 Hispanic Employment Plan*

|  | Yes   | No                               |
|--|---|----------------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input type="radio"/>   | <input type="radio"/>            |
| 9. Is the center Director/Coordinator Hispanic?  | <input type="radio"/>   | <input type="radio"/>            |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input type="radio"/>   | <input type="radio"/>            |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input type="radio"/>   | <input type="radio"/>            |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                                  |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 13        |
| Part-time tenured faculty  | 0         |
| Full time non-tenured faculty  | 11        |
| Adjunct faculty  | 0         |
| Deans  | 0         |
| Directors  | 1         |
| <b>Total</b>   | <b>25</b> |

|  | Yes                          | No                               |                                  |
|--|------------------------------|----------------------------------|----------------------------------|
| 15. For Hispanic 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"/>            |

|  |  |                                     |
|--|--|-------------------------------------|
| 16. What percentage of university employees are union? | <input checked="" type="radio"/> Less than 50% | <input type="radio"/> More than 50% |
|--|--|-------------------------------------|



17. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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 the end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain Hispanic 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:    **Y**     **N**

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

|   |            |   |            |
|---|------------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 3          | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 5          |
| Total   | <b>3</b>   | Total   | <b>5</b>   |
| <b>Hispanic Administrators:</b>                           |            | <b>Non-Hispanics Administrators:</b>                          |            |
| University President                                      | 0          | University President  | 1          |
| Vice Presidents (list all titles)                         | 1          | Vice Presidents (list all titles)                             | 2          |
| Provost/Chancellor (any title/position)                   | 0          | Provost/Chancellor (any title/position)                       | 2          |
| Deans (list all Deans titles)                             | 6          | Deans (list all Deans titles)                                 | 14         |
| Directors of programs (list all director titles)          | 11         | Directors of programs (list all director titles)              | 52         |
| Total   | <b>18</b>  | Total   | <b>71</b>  |
| <b>Hispanic Faculty:</b>                                  |            | <b>Non-Hispanic Faculty:</b>                                  |            |
| Full time tenured faculty                                 | 35         | Full time tenured faculty                                     | 237        |
| Full time non-tenured faculty                             | 9          | Full time non-tenured faculty                                 | 120        |
| Part-time faculty   | 13         | Part-time faculty   | 134        |
| Adjunct faculty   | 3          | Adjunct faculty   | 81         |
| Total   | <b>60</b>  | Total   | <b>572</b> |
| <b>Hispanic (administrative) Support staff:</b>           |            | <b>Non-Hispanic (administrative) Support staff:</b>           |            |
| All administrative support staff                          | 143        | All administrative support staff                              | 504        |
| Office and Clerical                                       | 0          | Office and Clerical   | 0          |
| Para-professionals  | 0          | Para-professionals  | 0          |
| Total   | <b>143</b> | Total   | <b>504</b> |
| <b>Hispanic Union and non-Union</b>                       |            | <b>Non-Hispanic Union and non-Union</b>                       |            |
| Any and all skilled craft workers                         | 3          | Any and all skilled craft workers                             | 28         |
| Service – Maintenance                                     | 18         | Service – Maintenance   | 65         |
| Total   | <b>21</b>  | Total   | <b>93</b>  |

|                    |            |                    |              |
|--------------------|------------|--------------------|--------------|
| <b>Grand total</b> | <b>242</b> | <b>Grand total</b> | <b>1,245</b> |
|--------------------|------------|--------------------|--------------|

|   |              |   |              |
|---|--------------|---|--------------|
| For 2014, total number of Hispanic students | <b>3,380</b> | For 2014, total number of non-Hispanic students | <b>7,433</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |              |

|  |            |   |              |
|--|------------|---|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>476</b> | Total number of non- Hispanic students that graduated in 2014 | <b>1,667</b> |
| <b>Total</b>   |            | <b>Total</b>  |              |

|   |    |
|---|----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
| Total non-Hispanic faculty that experienced separation from the university                          | 12 |
| Total Hispanic faculty that experienced separation from the university                              | 1  |

|  |   |
|--|---|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |   |
| Total Hispanic faculty that received tenure  | 5 |
| Total Hispanic faculty that did not receive tenure   | 0 |
| Total non-Hispanic that received tenure  | 8 |
| Total non-Hispanic that did not receive tenure   | 0 |

**5. 1) What is the total number of underutilization for Hispanics?**

**2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:**

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 Statue of *State of Illinois Hispanic Employment Plan*

|  | Yes  | No                          |
|--|--|-----------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>           | <input type="radio"/>       |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time | <input type="radio"/> Never |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 35        |
| Part-time tenured faculty  | 0         |
| Full time non-tenured faculty  | 9         |
| Adjunct faculty  | 3         |
| Deans  | 6         |
| Directors  | 10        |
| <b>Total</b>   | <b>63</b> |

|  | Yes                                 | No   |                                  |
|--|-------------------------------------|--|----------------------------------|
| 15. For Hispanic 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"/>            |
| 16. What percentage of university employees are union?   | <input type="radio"/> More than 50% | <input checked="" type="radio"/> Less than 50% |                                  |

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

Yes, the NEIU Office of Institutional Research 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:      Y       N

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

|   |            |   |              |
|---|------------|---|--------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | *          | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | *            |
| Total   |            | Total   |              |
| <b>Hispanic Administrators:</b>                           |            | <b>Non-Hispanics Administrators:</b>                          |              |
| University President                                      | 0          | University President  | 1            |
| Vice Presidents (list all titles)                         | 1          | Vice Presidents (list all titles)                             | 24           |
| Provost/Chancellor (any title/position)                   | 0          | Provost/Chancellor (any title/position)                       | 11           |
| Deans (list all Deans titles)                             | 2          | Deans (list all Deans titles)                                 | 23           |
| Directors of programs (list all director titles)          | 10         | Directors of programs (list all director titles)              | 264          |
| Total   | <b>12</b>  | Total   | <b>323</b>   |
| <b>Hispanic Faculty:</b>                                  |            | <b>Non-Hispanic Faculty:</b>                                  |              |
| Full time tenured faculty                                 | 14         | Full time tenured faculty                                     | 496          |
| Full time non-tenured faculty                             | 11         | Full time non-tenured faculty                                 | 370          |
| Part-time faculty   | 8          | Part-time faculty   | 255          |
| Adjunct faculty   | N/A        | Adjunct faculty   | N/A          |
| Total   | <b>33</b>  | Total   | <b>1,121</b> |
| <b>Hispanic (administrative) Support staff:</b>           |            | <b>Non-Hispanic (administrative) Support staff:</b>           |              |
| All administrative support staff                          | 51         | All administrative support staff                              | 1,147        |
| Office and Clerical                                       | 10         | Office and Clerical   | 308          |
| Para-professionals  | 23         | Para-professionals  | 658          |
| Total   | <b>143</b> | Total   | <b>1,417</b> |
| <b>Hispanic Union and non-Union</b>                       |            | <b>Non-Hispanic Union and non-Union</b>                       |              |
| Any and all skilled craft workers                         | 8          | Any and all skilled craft workers                             | 86           |
| Service – Maintenance                                     | 11         | Service – Maintenance   | 430          |
| Total   | <b>19</b>  | Total   | <b>516</b>   |

|                    |            |                    |              |
|--------------------|------------|--------------------|--------------|
| <b>Grand total</b> | <b>115</b> | <b>Grand total</b> | <b>3,377</b> |
|--------------------|------------|--------------------|--------------|

|   |              |   |               |
|---|--------------|---|---------------|
| For 2014, total number of Hispanic students | <b>2,531</b> | For 2014, total number of non-Hispanic students | <b>18,080</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |               |

|  |            |  |              |
|--|------------|--|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>462</b> | Total number of non-Hispanic students that graduated in 2014 | <b>4,839</b> |
| <b>Total</b>   |            | <b>Total</b>   |              |

|   |    |
|---|----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
| Total non-Hispanic faculty that experienced separation from the university                          | 72 |
| Total Hispanic faculty that experienced separation from the university                              | 3  |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 0  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 34 |
| Total non-Hispanic that did not receive tenure   | 0  |

5. 1) What is the total number of underutilization for Hispanics?

2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:

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 Statue of *State of Illinois Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Full Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 3         |
| Part-time tenured faculty  | 5         |
| Full time non-tenured faculty  | 1         |
| Adjunct faculty  | 3         |
| Deans  | 1         |
| Directors  | 6         |
| <b>Total</b>   | <b>19</b> |

|  |                              | Yes                              | No                    |
|--|------------------------------|----------------------------------|-----------------------|
| 15. For Hispanic 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"/> |

|  |                                     |  |
|--|-------------------------------------|--|
| 16. What percentage of university employees are union? | <input type="radio"/> More than 50% | <input checked="" type="radio"/> Less than 50% |
|--|-------------------------------------|--|



15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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 Hispanic employees, monitor employment and departure of employees from the institution.

\*Information not available

Section A.

Southern Illinois University Carbondale

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:      Y       N

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

|   |           |   |              |
|---|-----------|---|--------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 9            |
| Total   | 0         | Total   | 9            |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |              |
| University President                                      | 0         | University President  | 1            |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 2            |
| Provost/Chancellor (any title/position)                   | 1         | Provost/Chancellor (any title/position)                       | 18           |
| Deans (list all Deans titles)                             | 1         | Deans (list all Deans titles)                                 | 28           |
| Directors of programs (list all director titles)          | 4         | Directors of programs (list all director titles)              | 253          |
| Total   | <b>6</b>  | Total   | <b>302</b>   |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |              |
| Full time tenured faculty                                 | 14        | Full time tenured faculty                                     | 456          |
| Full time non-tenured faculty                             | 24        | Full time non-tenured faculty                                 | 596          |
| Part-time faculty   | 4         | Part-time faculty   | 113          |
| Adjunct faculty   | 1         | Adjunct faculty   | 11           |
| Total   | <b>43</b> | Total   | <b>1,176</b> |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |              |
| All administrative support staff                          | 14        | All administrative support staff                              | 1,305        |
| Office and Clerical                                       | 6         | Office and Clerical   | 837          |
| Para-professionals  | 5         | Para-professionals  | 505          |
| Total   | <b>25</b> | Total   | <b>2,647</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |              |
| Any and all skilled craft workers                         | 1         | Any and all skilled craft workers                             | 161          |
| Service – Maintenance                                     | 9         | Service – Maintenance   | 357          |
| Total   | <b>10</b> | Total   | <b>518</b>   |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>84</b> | <b>Grand total</b> | <b>4,652</b> |
|--------------------|-----------|--------------------|--------------|

|   |              |   |                |
|---|--------------|---|----------------|
| For 2014, total number of Hispanic students | <b>1,328</b> | For 2014, total number of non-Hispanic students | <b>119,375</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |                |

|  |            |   |              |
|--|------------|---|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>255</b> | Total number of non- Hispanic students that graduated in 2014 | <b>4,712</b> |
| <b>Total</b>   |            | <b>Total</b>  |              |

|   |     |
|---|-----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |     |
| Total non-Hispanic faculty that experienced separation from the university                          | 174 |
| Total Hispanic faculty that experienced separation from the university                              | 4   |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 3  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 26 |
| Total non-Hispanic that did not receive tenure   | 8  |

5. 1) What is the total number of underutilization for Hispanics?  
 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:

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. The categories “AA Executives, Administrative, and Managerial” and “GG Service/Maintenance” were found to be underutilized for Hispanic.

SIUC has 4 Hispanic Executive, Administrative, and Managerial employees which is 2.01% of this population. Our availability was found to be 4.82% with an expected number of incumbents to be 9.6 Hispanic employees. The difference of the number expected to the number found is 5.6 Hispanic employees in the AA Executive, Administrative, and Managerial EEO-6 category.

SIUC also has 10 Hispanic Service/Maintenance employees which makes up 2.51% of that population. The availability was found to be 3.67% giving an expected incumbency to equal 14.6. The difference between the two is 4.6 Hispanic Service/Maintenance employees.

2. AA Executive, Administrative, and Managerial is the EEOC occupation category with the greatest underutilization for Hispanics.

**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 Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 11        |
| Part-time tenured faculty  | 0         |
| Full time non-tenured faculty  | 21        |
| Adjunct faculty  | 0         |
| Deans  | 0         |
| Directors  | 4         |
| <b>Total</b>   | <b>36</b> |

|  | Yes  | No  |
|--|--|---|
| 15. For Hispanic 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"/> Yes <input checked="" type="radio"/> No |
|  | Self-development training  | <input checked="" type="radio"/> Yes <input type="radio"/> No |
| 16. What percentage of university employees are union?   | <input checked="" type="radio"/> More than 50% <input type="radio"/> Less than 50% |   |

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:      Y       N

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

|   |           |   |              |
|---|-----------|---|--------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 9            |
| Total   | 0         | Total   | 9            |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |              |
| University President                                      | 0         | University President  | 1            |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 9            |
| Provost/Chancellor (any title/position)                   | 0         | Provost/Chancellor (any title/position)                       | 9            |
| Deans (list all Deans titles)                             | 1         | Deans (list all Deans titles)                                 | 26           |
| Directors of programs (list all director titles)          | 0         | Directors of programs (list all director titles)              | 55           |
| Total   | <b>1</b>  | Total   | <b>99</b>    |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |              |
| Full time tenured faculty                                 | 5         | Full time tenured faculty                                     | 289          |
| Full time non-tenured faculty                             | 13        | Full time non-tenured faculty                                 | 319          |
| Part-time faculty   | 9         | Part-time faculty   | 270          |
| Adjunct faculty   | 0         | Adjunct faculty   | 0            |
| Total   | <b>27</b> | Total   | <b>878</b>   |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |              |
| All administrative support staff                          | 8         | All administrative support staff                              | 508          |
| Office and Clerical                                       | 2         | Office and Clerical   | 357          |
| Para-professionals  | 3         | Para-professionals  | 251          |
| Total   | <b>13</b> | Total   | <b>1,116</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |              |
| Any and all skilled craft workers                         | 1         | Any and all skilled craft workers                             | 61           |
| Service – Maintenance                                     | 2         | Service – Maintenance   | 238          |
| Total   | <b>3</b>  | Total   | <b>299</b>   |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>44</b> | <b>Grand total</b> | <b>2,392</b> |
|--------------------|-----------|--------------------|--------------|

|   |              |   |               |
|---|--------------|---|---------------|
| For 2014, total number of Hispanic students | <b>1,328</b> | For 2014, total number of non-Hispanic students | <b>13,380</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |               |

|  |            |  |              |
|--|------------|--|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>255</b> | Total number of non-Hispanic students that graduated in 2014 | <b>3,010</b> |
| <b>Total</b>   |            | <b>Total</b>   |              |

|   |    |
|---|----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
| Total non-Hispanic faculty that experienced separation from the university                          | 42 |
| Total Hispanic faculty that experienced separation from the university                              | 1  |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 0  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 26 |
| Total non-Hispanic that did not receive tenure   | 0  |

|  |
|--|
| <p>5. 1) What is the total number of underutilization for Hispanics?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</p>  |
| <p>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 Hispanic employees is 40.</p> <p>2. SIUE does not use EEOC categories when calculating underutilization (or the categories listed above). The largest underutilizations by Job Group are “Other Professional” and “Service Maintenance.” There are 13 Hispanic employees in “Other Professional” out of 561 total employees in the job group. There is a shortfall of 12 people. For “Service Maintenance”, there are 3 Hispanic employees out of 248 with a shortfall of 10 individuals. The “Service Maintenance” job group is almost entirely civil service 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 Statue of *State of Illinois Hispanic Employment Plan*

|  | Yes   | No                               |
|--|---|----------------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input type="radio"/>   | <input type="radio"/>            |
| 9. Is the center Director/Coordinator Hispanic?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input type="radio"/>   | <input checked="" type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input type="radio"/>   | <input checked="" type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                                  |

| 14. How many Affirmative Action program positions are held by Hispanics? |          |
|--|----------|
| Tenured faculty  | 0        |
| Part-time tenured faculty  | 0        |
| Full time non-tenured faculty  | 0        |
| Adjunct faculty  | 0        |
| Deans  | 0        |
| Directors  | 0        |
| <b>Total</b>   | <b>0</b> |

|  |                                     | Yes  | No                    |
|--|-------------------------------------|--|-----------------------|
| 15. For Hispanic 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"/> |
| 16. What percentage of university employees are union?   | <input type="radio"/> More than 50% | <input checked="" type="radio"/> Less than 50% |                       |



15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: Y  N

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

|   |              |   |              |
|---|--------------|---|--------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0            | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 12           |
| <b>Total</b>  | <b>0</b>     | <b>Total</b>  | <b>12</b>    |
| <b>Hispanic Administrators:</b>                           |              | <b>Non-Hispanics Administrators:</b>                          |              |
| University President                                      | 0            | University President  | 0            |
| Vice Presidents (list all titles)                         | 0            | Vice Presidents (list all titles)                             | 4            |
| Provost/Chancellor (any title/position)                   | 1            | Provost/Chancellor (any title/position)                       | 24           |
| Deans (list all Deans titles)                             | 3            | Deans (list all Deans titles)                                 | 92           |
| Directors of programs (list all director titles)          | 77           | Directors of programs (list all director titles)              | 658          |
| Total   | <b>81</b>    | Total   | <b>778</b>   |
| <b>Hispanic Faculty:</b>                                  |              | <b>Non-Hispanic Faculty:</b>                                  |              |
| Full time tenured faculty                                 | 57           | Full time tenured faculty                                     | 780          |
| Full time non-tenured faculty                             | 87           | Full time non-tenured faculty                                 | 1,201        |
| Part-time faculty   | 35           | Part-time faculty   | 1,028        |
| Adjunct faculty   | 8            | Adjunct faculty   | 236          |
| Total   | <b>187</b>   | Total   | <b>3,245</b> |
| <b>Hispanic (administrative) Support staff:</b>           |              | <b>Non-Hispanic (administrative) Support staff:</b>           |              |
| All administrative support staff                          | 600          | All administrative support staff                              | 4,269        |
| Office and Clerical                                       | 125          | Office and Clerical   | 519          |
| Para-professionals  | 454          | Para-professionals  | 1,256        |
| Total   | <b>1,179</b> | Total   | <b>6,044</b> |
| <b>Hispanic Union and non-Union</b>                       |              | <b>Non-Hispanic Union and non-Union</b>                       |              |
| Any and all skilled craft workers                         | 14           | Any and all skilled craft workers                             | 125          |
| Service – Maintenance                                     | 156          | Service – Maintenance   | 446          |
| Total   | <b>170</b>   | Total   | <b>571</b>   |

|                    |              |                    |               |
|--------------------|--------------|--------------------|---------------|
| <b>Grand total</b> | <b>1,617</b> | <b>Grand total</b> | <b>10,638</b> |
|--------------------|--------------|--------------------|---------------|

|   |              |   |               |
|---|--------------|---|---------------|
| For 2014, total number of Hispanic students | <b>5,162</b> | For 2014, total number of non-Hispanic students | <b>22,876</b> |
| <b>Total</b>                                |              | <b>Total</b>                                    |               |

|  |            |   |              |
|--|------------|---|--------------|
| Total number of Hispanic students that graduated in 2014 | <b>954</b> | Total number of non- Hispanic students that graduated in 2014 | <b>6,068</b> |
| <b>Total</b>   |            | <b>Total</b>  |              |

|   |     |
|---|-----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |     |
| Total non-Hispanic faculty that experienced separation from the university                          | 121 |
| Total Hispanic faculty that experienced separation from the university                              | 2   |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 5  |
| Total Hispanic faculty that did not receive tenure   | 0  |
| Total non-Hispanic that received tenure  | 55 |
| Total non-Hispanic that did not receive tenure   | 6  |

| <p>5. 1) What is the total number of underutilization for Hispanics?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</p>   |                                     |           |                 |           |             |           |                 |    |                                     |    |      |
|---|-------------------------------------|-----------|-----------------|-----------|-------------|-----------|-----------------|----|-------------------------------------|----|------|
| <p>1. 41</p> <p>2.</p> <table border="1"> <thead> <tr> <th>Job Group</th> <th>Description</th> <th>Shortfall</th> <th>Total Employees</th> </tr> </thead> <tbody> <tr> <td>82</td> <td>Instruction/Research Assistant (GA)</td> <td>37</td> <td>2791</td> </tr> </tbody> </table> |                                     |           |                 | Job Group | Description | Shortfall | Total Employees | 82 | Instruction/Research Assistant (GA) | 37 | 2791 |
| Job Group   | Description                         | Shortfall | Total Employees |           |             |           |                 |    |                                     |    |      |
| 82  | Instruction/Research Assistant (GA) | 37        | 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 Statue of *State of Illinois Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |           |
|--|-----------|
| Tenured faculty  | 64        |
| Part-time tenured faculty  | 0         |
| Full time non-tenured faculty  | 0         |
| Adjunct faculty  | 0         |
| Deans  | 0         |
| Directors  | 0         |
| <b>Total</b>   | <b>64</b> |

|  | Yes  | No   |
|--|--|--|
| 15. For Hispanic 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"/> |
| 16. What percentage of university employees are union?   | <input type="radio"/> More than 50% <input checked="" type="radio"/> Less than 50% |  |

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: Y  N

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

|  |            |   |              |
|--|------------|---|--------------|
| Board of Directors/Regents (Hispanics on Board)  | 0          | Board of Directors/Regents (Non-Hispanics on Board) | 12           |
| <b>Total</b>                                     | <b>0</b>   | <b>Total</b>  | <b>12</b>    |
| <b>Hispanic Administrators:</b>                  |            | <b>Non-Hispanic Administrators:</b>                 |              |
| University President                             | 0          | University President                                | 0            |
| Vice Presidents (list all titles)                | 0          | Vice Presidents (list all titles)                   | 0            |
| Provost/Chancellor (any title/position)          | 1          | Provost/Chancellor (any title/position)             | 36           |
| Deans (list all Deans titles)                    | 6          | Deans (list all Deans titles)                       | 107          |
| Directors of programs (list all director titles) | 26         | Directors of programs (list all director titles)    | 917          |
| <b>Total</b>                                     | <b>32</b>  | <b>Total</b>  | <b>1,060</b> |
| <b>Hispanic Faculty:</b>                         |            | <b>Non-Hispanic Faculty:</b>                        |              |
| Full time tenured faculty                        | 71         | Full time tenured faculty                           | 1,273        |
| Full time non-tenured faculty                    | 67         | Full time non-tenured faculty                       | 1,197        |
| Part-time faculty                                | 28         | Part-time faculty                                   | 600          |
| Adjunct faculty                                  | 1          | Adjunct faculty                                     | 111          |
| <b>Total</b>                                     | <b>167</b> | <b>Total</b>  | <b>3,181</b> |
| <b>Hispanic (administrative) Support staff:</b>  |            | <b>Non-Hispanic (administrative) Support staff:</b> |              |
| All administrative support staff                 | 88         | All administrative support staff                    | 3,441        |
| Office and Clerical                              | 25         | Office and Clerical                                 | 1,188        |
| Para-professionals                               | 23         | Para-professionals                                  | 709          |
| <b>Total</b>                                     | <b>136</b> | <b>Total</b>  | <b>5,338</b> |
| <b>Hispanic Union and non-Union</b>              |            | <b>Non-Hispanic Union and non-Union</b>             |              |
| Any and all skilled craft workers                | 8          | Any and all skilled craft workers                   | 565          |
| Service – Maintenance                            | 52         | Service – Maintenance                               | 1,163        |
| <b>Total</b>                                     | <b>60</b>  | <b>Total</b>  | <b>1,728</b> |

|                    |            |                    |               |
|--------------------|------------|--------------------|---------------|
| <b>Grand total</b> | <b>395</b> | <b>Grand total</b> | <b>11,307</b> |
|--------------------|------------|--------------------|---------------|

|   |              |   |               |
|---|--------------|---|---------------|
| For 2014, total number of Hispanic students<br><b>Total</b> | <b>3,188</b> | For 2014, total number of non-Hispanic students<br><b>Total</b> | <b>41,754</b> |
|---|--------------|---|---------------|

|  |            |  |               |
|--|------------|--|---------------|
| Total number of Hispanic students that graduated in 2014<br><b>Total</b> | <b>655</b> | Total number of non-Hispanic students that graduated in 2014<br><b>Total</b> | <b>11,383</b> |
|--|------------|--|---------------|

|   |    |
|---|----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |    |
| Total non-Hispanic faculty that experienced separation from the university                          | 70 |
| Total Hispanic faculty that experienced separation from the university                              | 2  |

|  |    |
|--|----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |    |
| Total Hispanic faculty that received tenure  | 1  |
| Total Hispanic faculty that did not receive tenure   | 1  |
| Total non-Hispanic that received tenure  | 50 |
| Total non-Hispanic that did not receive tenure   | 6  |

|  |
|--|
| <p>5. 1) What is the total number of underutilization for Hispanics?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</p>  |
| <p>1. 186 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 186 additional Hispanic employees (without changing the total number of employees), the total shortfall would be zero.</p> <p>2. University of Illinois at Urbana-Champaign does not utilize EEOC categories. See below for list of the top five job groups with largest shortfall for Civil Service, Academic Professional, and Faculty job groups.</p> |

| <b>Job Group</b> | <b>Employee Group</b> | <b>Job Group Description</b>                       | <b>Shortfall Hispanic</b> | <b>Total Employees</b> |
|------------------|-----------------------|--|---------------------------|------------------------|
| 7D1              | Civil Service         | Food Service Workers Level 1                       | 13                        | 192                    |
| 4B2              | Civil Service         | Engineering/Science Technician Level 2             | 8                         | 30                     |
| 7Z1              | Civil Service         | Other Service/Maintenance Level 1                  | 3                         | 52                     |
| 4Z1              | Civil Service         | Other Technicians/Paraprofessional Level 1         | 3                         | 128                    |
| 7C1              | Civil Service         | Cleaning Service Workers Level 1                   | 2                         | 575                    |
| D3               | AP                    | Communications/PR/Advancement Level 3              | 8                         | 171                    |
| H3               | AP                    | Facilities/Public Safety Level 3                   | 7                         | 107                    |
| M3               | AP                    | IT Systems Level 3                                 | 7                         | 537                    |
| Q3               | AP                    | Research Disciplines Level 3                       | 5                         | 344                    |
| G1               | AP                    | Educational Level 1                                | 4                         | 84                     |
| KLG1             | Faculty               | Animal Sciences Professor                          | 6                         | 23                     |
| KZV1             | Faculty               | Psychology Professor                               | 3                         | 24                     |
| KPH1             | Faculty               | Mechanical Engineering Professor                   | 3                         | 32                     |
| KLD2             | Faculty               | Food Science & Human Nutrition Associate Professor | 2                         | 8                      |
| KZU2             | Faculty               | Political Science Associate Professor              | 2                         | 11                     |



**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 Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |            |
|--|------------|
| Tenured faculty  | 100        |
| Part-time tenured faculty  | 2          |
| Full time non-tenured faculty  | 22         |
| Adjunct faculty  | 2          |
| Deans  | 0          |
| Directors  | 0          |
| <b>Total</b>   | <b>124</b> |

|  | Yes  | No                               |                       |
|--|--|----------------------------------|-----------------------|
| 15. For Hispanic 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"/> |
| 16. What percentage of university employees are union?   | <input type="radio"/> More than 50% <input checked="" type="radio"/> Less than 50% |                                  |                       |

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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/reviewing and providing guidance in diversity efforts; including faculty and staff

DRIVE – Faculty committee committed to the recruitment and retention of underrepresented faculty at the Illinois campus. 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:      Y       N

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

|   |           |   |            |
|---|-----------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 0          |
| <b>Total</b>  | <b>0</b>  | <b>Total</b>  | <b>0</b>   |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |            |
| University President                                      | 0         | University President  | 0          |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 1          |
| Provost/Chancellor (any title/position)                   | 0         | Provost/Chancellor (any title/position)                       | 14         |
| Deans (list all Deans titles)                             | 1         | Deans (list all Deans titles)                                 | 6          |
| Directors of programs (list all director titles)          | 1         | Directors of programs (list all director titles)              | 67         |
| <b>Total</b>  | <b>2</b>  | <b>Total</b>  | <b>88</b>  |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |            |
| Full time tenured faculty                                 | 3         | Full time tenured faculty                                     | 109        |
| Full time non-tenured faculty                             | 4         | Full time non-tenured faculty                                 | 81         |
| Part-time faculty   | 1         | Part-time faculty   | 31         |
| Adjunct faculty   | 4         | Adjunct faculty   | 236        |
| <b>Total</b>  | <b>12</b> | <b>Total</b>  | <b>351</b> |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |            |
| All administrative support staff                          | 8         | All administrative support staff                              | 205        |
| Office and Clerical                                       | 1         | Office and Clerical   | 77         |
| Para-professionals  | 2         | Para-professionals  | 56         |
| <b>Total</b>  | <b>11</b> | <b>Total</b>  | <b>338</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |            |
| Any and all skilled craft workers                         | 1         | Any and all skilled craft workers                             | 20         |
| Service – Maintenance                                     | 0         | Service – Maintenance   | 69         |
| <b>Total</b>  | <b>1</b>  | <b>Total</b>  | <b>89</b>  |

|                    |           |                    |             |
|--------------------|-----------|--------------------|-------------|
| <b>Grand total</b> | <b>26</b> | <b>Grand total</b> | <b>8866</b> |
|--------------------|-----------|--------------------|-------------|

|   |            |   |              |
|---|------------|---|--------------|
| For 2014, total number of Hispanic students<br><b>Total</b> | <b>247</b> | For 2014, total number of non-Hispanic students<br><b>Total</b> | <b>4,890</b> |
|---|------------|---|--------------|

|  |           |  |              |
|--|-----------|--|--------------|
| Total number of Hispanic students that graduated in 2014<br><b>Total</b> | <b>38</b> | Total number of non-Hispanic students that graduated in 2014<br><b>Total</b> | <b>1,320</b> |
|--|-----------|--|--------------|

|   |   |
|---|---|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |   |
| Total non-Hispanic faculty that experienced separation from the university                          | 6 |
| Total Hispanic faculty that experienced separation from the university                              | 1 |

|  |   |
|--|---|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |   |
| Total Hispanic faculty that received tenure  | 0 |
| Total Hispanic faculty that did not receive tenure   | 0 |
| Total non-Hispanic that received tenure  | 3 |
| Total non-Hispanic that did not receive tenure   | 1 |

|   |  |
|---|--|
| <b>5. 1) What is the total number of underutilization for Hispanics?</b>  |  |
| 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:   |  |
| 1. UIS has partnered with People Fluent, a firm dedicated to the development of data-driven studies of underutilization by EEOC occupational categories, and expects to have such data soon provided. |  |
| 2.  |  |

**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 Hispanic Employment Plan*

|  | Yes   | No                               |
|--|---|----------------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 9. Is the center Director/Coordinator Hispanic?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/>            |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Half Time<br><input type="radio"/> Never |                                  |

| 14. How many Affirmative Action program positions are held by Hispanics? |          |
|--|----------|
| Tenured faculty  | 0        |
| Part-time tenured faculty  | 0        |
| Full time non-tenured faculty  | 1        |
| Adjunct faculty  | 0        |
| Deans  | 0        |
| Directors  | 0        |
| <b>Total</b>   | <b>1</b> |

|  |                              | Yes                              | No                    |
|--|------------------------------|----------------------------------|-----------------------|
| 15. For Hispanic 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 type="radio"/> |
|  | Self-development training    | <input checked="" type="radio"/> | <input type="radio"/> |

|  |                                     |  |
|--|-------------------------------------|--|
| 16. What percentage of university employees are union? | <input type="radio"/> More than 50% | <input checked="" type="radio"/> Less than 50% |
|--|-------------------------------------|--|

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

Yes, the Office of Access and Equal Opportunity monitors and advises the recruitment of Latino employees, and the office of Human Resources conducts exit surveys to monitor impacts on departure of employees from the institution.

Section A.

University of Illinois – University Administration

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: Y  N

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

|   |           |   |            |
|---|-----------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 0         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 12         |
| <b>Total</b>  | <b>0</b>  | <b>Total</b>  | <b>12</b>  |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |            |
| University President                                      | 0         | University President  | 1          |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 35         |
| Provost/Chancellor (any title/position)                   | 0         | Provost/Chancellor (any title/position)                       | 0          |
| Deans (list all Deans titles)                             | 0         | Deans (list all Deans titles)                                 | 0          |
| Directors of programs (list all director titles)          | 4         | Directors of programs (list all director titles)              | 247        |
| <b>Total</b>  | <b>4</b>  | <b>Total</b>  | <b>283</b> |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |            |
| Full time tenured faculty                                 | 0         | Full time tenured faculty                                     | 0          |
| Full time non-tenured faculty                             | 0         | Full time non-tenured faculty                                 | 4          |
| Part-time faculty   | 0         | Part-time faculty   | 1          |
| Adjunct faculty   | 0         | Adjunct faculty   | 1          |
| <b>Total</b>  | <b>0</b>  | <b>Total</b>  | <b>6</b>   |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |            |
| All administrative support staff                          | 42        | All administrative support staff                              | 679        |
| Office and Clerical                                       | 13        | Office and Clerical   | 160        |
| Para-professionals  | 4         | Para-professionals  | 21         |
| <b>Total</b>  | <b>59</b> | <b>Total</b>  | <b>860</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |            |
| Any and all skilled craft workers                         | 0         | Any and all skilled craft workers                             | 0          |
| Service – Maintenance                                     | 0         | Service – Maintenance   | 1          |
| <b>Total</b>  | <b>0</b>  | <b>Total</b>  | <b>1</b>   |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>63</b> | <b>Grand total</b> | <b>1,150</b> |
|--------------------|-----------|--------------------|--------------|

|   |            |   |            |
|---|------------|---|------------|
| For 2014, total number of Hispanic students<br><b>Total</b> | <b>N/A</b> | For 2014, total number of non-Hispanic students<br><b>Total</b> | <b>N/A</b> |
|---|------------|---|------------|

|  |            |  |            |
|--|------------|--|------------|
| Total number of Hispanic students that graduated in 2014<br><b>Total</b> | <b>N/A</b> | Total number of non-Hispanic students that graduated in 2014<br><b>Total</b> | <b>N/A</b> |
|--|------------|--|------------|

|   |     |
|---|-----|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |     |
| Total non-Hispanic faculty that experienced separation from the university                          | N/A |
| Total Hispanic faculty that experienced separation from the university                              | N/A |

|  |     |
|--|-----|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |     |
| Total Hispanic faculty that received tenure  | N/A |
| Total Hispanic faculty that did not receive tenure   | N/A |
| Total non-Hispanic that received tenure  | N/A |
| Total non-Hispanic that did not receive tenure   | N/A |

|   |
|---|
| <p><b>5. 1) What is the total number of underutilization for Hispanics?</b></p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics:</p>  |
| <p>1. The current affirmative action plan does not indicate an underutilization for Hispanics.</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 Hispanics.</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 Hispanic Employment Plan*

|  | Yes   | No                               |
|--|---|----------------------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input type="radio"/>   | <input type="radio"/>            |
| 9. Is the center Director/Coordinator Hispanic?  | <input type="radio"/>   | <input checked="" type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input type="radio"/>   | <input checked="" type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input type="radio"/>   | <input checked="" type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input type="radio"/>   | <input checked="" type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Full Time<br><input type="radio"/> Never |                                  |

| 14. How many Affirmative Action program positions are held by Hispanics? |          |
|--|----------|
| Tenured faculty  | N/A      |
| Part-time tenured faculty  | N/A      |
| Full time non-tenured faculty  | N/A      |
| Adjunct faculty  | N/A      |
| Deans  | N/A      |
| Directors  | N/A      |
| <b>Total</b>   | <b>0</b> |

|  | Yes                          | No                               |                       |
|--|------------------------------|----------------------------------|-----------------------|
| 15. For Hispanic 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"/> |

|  |                                     |  |
|--|-------------------------------------|--|
| 16. What percentage of university employees are union? | <input type="radio"/> More than 50% | <input checked="" type="radio"/> Less than 50% |
|--|-------------------------------------|--|

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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 proper 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. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: Y  N

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

|   |           |   |            |
|---|-----------|---|------------|
| <b>Board of Directors/Regents</b><br>(Hispanics on Board) | 1         | <b>Board of Directors/Regents</b><br>(Non-Hispanics on Board) | 7          |
| <b>Total</b>  | <b>1</b>  | <b>Total</b>  | <b>7</b>   |
| <b>Hispanic Administrators:</b>                           |           | <b>Non-Hispanics Administrators:</b>                          |            |
| University President                                      | 0         | University President  | 1          |
| Vice Presidents (list all titles)                         | 0         | Vice Presidents (list all titles)                             | 11         |
| Provost/Chancellor (any title/position)                   | 0         | Provost/Chancellor (any title/position)                       | 1          |
| Deans (list all Deans titles)                             | 1         | Deans (list all Deans titles)                                 | 12         |
| Directors of programs (list all director titles)          | 3         | Directors of programs (list all director titles)              | 62         |
| <b>Total</b>  | <b>4</b>  | <b>Total</b>  | <b>87</b>  |
| <b>Hispanic Faculty:</b>                                  |           | <b>Non-Hispanic Faculty:</b>                                  |            |
| Full time tenured faculty                                 | 13        | Full time tenured faculty                                     | 496        |
| Full time non-tenured faculty                             | 0         | Full time non-tenured faculty                                 | 119        |
| Part-time faculty   | 0         | Part-time faculty   | 0          |
| Adjunct faculty   | 0         | Adjunct faculty   | 88         |
| <b>Total</b>  | <b>13</b> | <b>Total</b>  | <b>699</b> |
| <b>Hispanic (administrative) Support staff:</b>           |           | <b>Non-Hispanic (administrative) Support staff:</b>           |            |
| All administrative support staff                          | 5         | All administrative support staff                              | 583        |
| Office and Clerical                                       | 2         | Office and Clerical   | 235        |
| Para-professionals  | 2         | Para-professionals  | 85         |
| <b>Total</b>  | <b>59</b> | <b>Total</b>  | <b>903</b> |
| <b>Hispanic Union and non-Union</b>                       |           | <b>Non-Hispanic Union and non-Union</b>                       |            |
| Any and all skilled craft workers                         | 0         | Any and all skilled craft workers                             | 75         |
| Service – Maintenance                                     | 1         | Service – Maintenance   | 194        |
| <b>Total</b>  | <b>0</b>  | <b>Total</b>  | <b>269</b> |

|                    |           |                    |              |
|--------------------|-----------|--------------------|--------------|
| <b>Grand total</b> | <b>27</b> | <b>Grand total</b> | <b>1,965</b> |
|--------------------|-----------|--------------------|--------------|

|   |            |   |               |
|---|------------|---|---------------|
| For 2014, total number of Hispanic students<br><b>Total</b> | <b>983</b> | For 2014, total number of non-Hispanic students<br><b>Total</b> | <b>10,475</b> |
|---|------------|---|---------------|

|  |            |  |              |
|--|------------|--|--------------|
| Total number of Hispanic students that graduated in 2014<br><b>Total</b> | <b>153</b> | Total number of non-Hispanic students that graduated in 2014<br><b>Total</b> | <b>2,712</b> |
|--|------------|--|--------------|

|   |          |
|---|----------|
| <b>4. As of June 30, 2014, provide the number of faculty that separated or left the university:</b> |          |
| Total non-Hispanic faculty that experienced separation from the university                          | <b>8</b> |
| Total Hispanic faculty that experienced separation from the university                              | <b>1</b> |

|  |           |
|--|-----------|
| <b>5. As of June 30, 2014 provide the number of faculty up for tenure at your institution:</b> |           |
| Total Hispanic faculty that received tenure  | <b>1</b>  |
| Total Hispanic faculty that did not receive tenure   | <b>0</b>  |
| Total non-Hispanic that received tenure  | <b>30</b> |
| Total non-Hispanic that did not receive tenure   | <b>1</b>  |

|   |  |
|---|--|
| <b>5. 1) What is the total number of underutilization for Hispanics?</b>                                      |  |
| 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics: |  |
| <ol style="list-style-type: none"> <li>1. 190</li> <li>2. Service Maintenance 62 (28.58%)</li> </ol>          |  |

**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 Hispanic Employment Plan*

|  | Yes   | No                    |
|--|---|-----------------------|
| 7. Does your institution currently have a Hispanic Resource Center (HRC)?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 8. If your Institution has a HRC does the center have a Director or coordinator that helps address the needs of Hispanic students?                             | <input checked="" type="radio"/>  | <input type="radio"/> |
| 9. Is the center Director/Coordinator Hispanic?  | <input checked="" type="radio"/>  | <input type="radio"/> |
| 10. Does the center Director/Coordinator speak fluent Spanish?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 11. Does the center Director/Coordinator assist in the recruitment of Hispanic students?   | <input checked="" type="radio"/>  | <input type="radio"/> |
| 12. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students? | <input checked="" type="radio"/>  | <input type="radio"/> |
| 13. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?                                 | <input checked="" type="radio"/> Full Time<br><input type="radio"/> Never |                       |

| 14. How many Affirmative Action program positions are held by Hispanics? |          |
|--|----------|
| Tenured faculty  | 0        |
| Part-time tenured faculty  | 0        |
| Full time non-tenured faculty  | 0        |
| Adjunct faculty  | 0        |
| Deans  | 0        |
| Directors  | 0        |
| <b>Total</b>   | <b>0</b> |

|  | Yes  | No                                  |                                  |
|--|--|-------------------------------------|----------------------------------|
| 15. For Hispanic 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"/>            |
| 16. What percentage of university employees are union?   | <input checked="" type="radio"/> More than 50% | <input type="radio"/> Less than 50% |                                  |

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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 Hispanic 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.

**Illinois Board of Higher Education**

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

|   |          |  |           |
|---|----------|--|-----------|
| <b>Board of Directors</b><br>(Hispanics on Board)     |          | <b>Board of Directors</b><br>(Non-Hispanics on Board)      |           |
| Total   | <b>2</b> | Total  | <b>15</b> |
| <b>Hispanic Administrators:</b>                       |          | <b>Non-Hispanic Administrators:</b>                        |           |
| Executive Director                                    | 0        | Executive Director   | 1         |
| Deputy Directors                                      | 0        | Deputy Directors   | 4         |
| Total   | 0        | Total  | <b>5</b>  |
| <b>Hispanic:</b>                                      |          | <b>Non-Hispanic:</b>                                       |           |
| Senior Associate Directors                            | 0        | Senior Associate Directors                                 | 1         |
| Associate Directors                                   | 1        | Associate Directors  | 6         |
| Assistant Directors                                   | 0        | Assistant Directors  | 14        |
| Total   | <b>0</b> | Total  | <b>21</b> |
| <b>Asian American (administrative) Support staff:</b> |          | <b>Non- Asian American (administrative) Support staff:</b> |           |
| All administrative support staff                      | 0        | All administrative support staff                           | 11        |
| Office and Clerical                                   | 0        | Office and Clerical  | 0         |
| Para-professionals                                    | 0        | Para-professionals   | 0         |
| Total   | <b>0</b> | Total  | <b>11</b> |
| <b>Grand total</b>                                    | <b>1</b> | <b>Grand total</b>   | <b>37</b> |

**2. As of June 30, 2014, provide the number of faculty that separated or left the university:**

|   |     |
|---|-----|
| Total non-Hispanic staff that experienced separation from the agency/university | N/A |
| Total Hispanic staff that experienced separation from the agency/university     | N/A |

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

|                         |
|-------------------------|
| <p>1. 0<br/>2. None</p> |
|-------------------------|