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BOARD OF HIGHER EDUCATION

Promoting An Educated Illinois

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

Fiscal Year 2015

February 2016

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ILLINOIS AFRICAN AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

Introduction

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

African Americans in Illinois Public Universities

The IBHE conducted a survey of the Illinois public universities to obtain the number of African Americans employed as of June 30, 2015. The total number of African American employees at public universities and IBHE in 2015 was 5,963. This is a slight increase from the total number reported as of June 30, 2014, 222 employees (or 3.80 percent). The numbers of African American employees in 2013, 2014, and 2015 are shown by campus in the table below.

2013 to 2015 African American Employees at Public Universities			
(full-time and part-time)			
	2013	2014	2015
Chicago State University	396	430	640
Eastern Illinois University	62	59	54
Governors State University	310	379	291
Illinois State University	191	189	209
Northeastern Illinois University	166	239	237
Northern Illinois University	203	215	257
Southern Illinois University Carbondale	267	289	297
Southern Illinois University Edwardsville	319	332	327
University of Illinois at Chicago	2,369	2,449	2,465
University of Illinois at Urbana-Champaign	870	898	927
University of Illinois at Springfield	39	39	44
University of Illinois System Administration	109	114	114
Western Illinois University	104	103	97
Board of Higher Education	5	6	4
Totals	5,410	5,741	5,963
Change in 1 Year (number)		331	
Change in 1 Year (percent)		6.10%	
Change in 2 Years (number)			222
Change in 2 Years (percent)			3.80%

In 2015, 59.90 percent of the African American employees at public universities are categorized as administrative support staff. The second largest category is faculty members with 14.79 percent of the total. Administrators, service and maintenance, and skilled craft workers make up the remainder of the 5,963 African American employees. Comparisons with prior year data are not provided since the employee categories were revised for the 2014 survey. The breakdowns of the 2015 numbers by employee categories are provided in the table below.

African American Employees in Public Universities by Employee Category						
	Administrators	Faculty (includes adjunct)	Administrative Support Staff	Skilled Craft Workers	Service – Maintenance	Totals
Chicago State University	56	135	325	20	104	640
Eastern Illinois University	4	20	25	1	4	54
Governors State University	19	108	151	1	13	291
Illinois State University	17	42	66	1	83	209
Northeastern Illinois University	13	56	139	3	26	237
Northern Illinois University	40	42	150	1	24	257
Southern Illinois University Carbondale	26	62	161	12	36	297
Southern Illinois University Edwardsville	7	47	244	1	28	327
University of Illinois at Chicago	151	176	1,742	12	384	2,465
University of Illinois at Urbana- Champaign	87	150	413	31	246	927
University of Illinois at Springfield	5	14	19	0	6	44
University of Illinois System Administration	17	1	96	0	0	114
Western Illinois University	6	29	41	1	20	97
Board of Higher Education	4	0	0	0	0	4
Subtotals	452	882	3,572	84	974	5,963
Percentage of Total	7.58%	14.79%	58.90%	1.41%	16.33%	100.00%

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

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

Summary

The Illinois public universities and IBHE employed 5,963 African Americans as of June 30, 2015. This is a slight increase from the prior year. The majority of African American employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of African American employees is provided in the appendices.

Appendix A

Illinois African American Employment Plan
Narrative Responses by Public Universities

Survey Question:

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

Chicago State University

The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.

Eastern Illinois University

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

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

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

Governors State University

Governors State University has a Diversity Advisory Council whose mission is to provide a coordinating function for diversity groups and issues on campus including serving as a clearinghouse for information and acting as a champion for diversity.

The objectives of the Diversity Advisory Council will align most closely with the following goals and will focus on both employees and students:

- Improve student success with an emphasis on enrollment, retention, graduation, transfer rates, and effective teaching and learning outcomes;
- Improve success of minority, underrepresented, and under-prepared student populations in addition to closing the gap between high school and college performance;
- Bringing the voice of the employee into the council and to act as a catalyst in building a more diverse work environment;
- Improve workplace equality: an environment in which every individual has an equal opportunity to perform, develop, and advance;
- Set goals and action plans in alignment with College's mission and strategic plan; and
- Collect and analyze relevant data.

Illinois State University

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

Northeastern Illinois University

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

Northern Illinois University

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

Southern Illinois University Carbondale

In the past, SIU Carbondale has conducted internal climate studies. The responsibility for monitoring departure of employees from the University has been shifted to Human Resources. The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.

Southern Illinois University Edwardsville

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination (“EOA”) works closely with Human Resources to increase the representation of women and minorities in groups in which they are underrepresented. EOA conducts training for search committees for goal relate positions to emphasize the need for increased recruitment and requires that search committees develop thorough recruitment plan. Applicants are surveyed how they learned of the position they applied to evaluate how successful candidates learned of the job.

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

University of Illinois at Chicago

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

University of Illinois at Urbana-Champaign

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 (TOP). The 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 veteran's 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.

University of Illinois at Springfield

Yes, the institution regularly reviews efforts to outreach to, recruit and retain African American employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.

University of Illinois System Administration

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

Western Illinois University

The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of African American employees. The Campus Climate and Programs sub-committee of the University Diversity Committee (UDC) has finalized a survey to assess campus climate which includes questions about the campus climate by demographic. The Workforce Diversity sub-committee of the UDC is working on an exit survey and procedure to collect information for faculty and administrative and professional positions.

The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.

Appendix B

Illinois African-American Employment Plan Surveys Reported by Public Universities and Illinois Board of Higher Education As of June 30, 2015



Survey Responses, by Campus or Unit	
	Page #
Chicago State University	1
Eastern Illinois University	4
Governors State University	7
Illinois State University	10
Northeastern Illinois University	13
Northern Illinois University	16
Southern Illinois University Carbondale	19
Southern Illinois University Edwardsville	22
University of Illinois at Chicago	25
University of Illinois at Urbana/Champaign	28
University of Illinois Springfield	31
University of Illinois System Admin Unit	34
Western Illinois University	37
Board of Higher Education	40

African American Employment Plan for Higher Education

Chicago State University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	6	Board of Directors/Regents (Non-African Americans on Board)	2
Total	6	Total	2
African American Administrators:		Non-African American Administrators:	
University President	1	University President	0
Vice Presidents	6	Vice Presidents	2
Provost/Chancellor	1	Provost/Chancellor	0
Dean(s)	5	Dean(s)	2
Directors of programs	43	Directors of programs	11
Total	56	Total	15
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	52	Full-time tenured faculty	82
Full-time non-tenured faculty	83	Full-time non-tenured faculty	68
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	0	Adjunct faculty	0
Total	135	Total	150
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	125	All administrative support staff	67
Office and clerical	77	Office and clerical	7
Para-professionals	123	Para-professionals	24
Total	325	Total	98
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	20	Any and all skilled craft workers	11
Service – maintenance	104	Service – maintenance	10
Total	124	Total	22
Grand Total	640	Grand Total	285

For 2015, total number of African American students	3726	For 2015, total number of non-African American students	1485
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Total number of African American students that graduated in 2015	732	Total number of non-African American students that graduated in 2015	260
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	5
Total African American faculty that did not receive tenure	1
Total non-African American faculty that received tenure	7
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	13
Total African American faculty that experienced separation from the university	15

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p>1) The University utilizes its student population to gage the representation of employees within various positions and categories.</p> <p>1) Based on 2015 student enrollment and the workforce data as of June 30, 2015, there is an underutilization of African Americans by 1.7% or 12.6 FTE</p> <p>African American Student enrollment – 71.5% African American Workforce - 69.8%</p> <p>2) 2) The University believes its greatest underutilization for African Americans is within the EEOC occupational category of Professional (Faculty). The University provides \$25,000 budget allocation for the overall recruitment of staff. It is the University’s goal to increase the diversity of the staff, thus utilizing the funds to target underrepresented groups to encourage their application of interest for University positions.</p>	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	0	Directors	0
Total		0	

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

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

The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.

African American Employment Plan for Higher Education

Eastern Illinois University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	2	Board of Directors/Regents (Non-African Americans on Board)	5
Total	2	Total	5
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	3
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	15
Directors of programs	4	Directors of programs	54
Total	4	Total	74
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	10	Full-time tenured faculty	283
Full-time non-tenured faculty	4	Full-time non-tenured faculty	92
Part-time faculty	6	Part-time faculty	192
Adjunct faculty	0	Adjunct faculty	0
Total	20	Total	567
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	19	All administrative support staff	175
Office and clerical	6	Office and clerical	421
Para-professionals	0	Para-professionals	5
Total	25	Total	601
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	132
Service – maintenance	4	Service – maintenance	237
Total	5	Total	369
Grand Total	54	Grand Total	1611

For 2015, total number of African American students	1441	For 2015, total number of non-African American students	7079
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Total number of African American students that graduated in 2015	295	Total number of non-African American students that graduated in 2015	2161
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	0
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	21
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	33
Total African American faculty that experienced separation from the university	1

<p>4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?</p>
<p>1) Availability data taken from the AY 14-15 AAP.</p> <p>All Faculty: 53.90% Female Availability; 15.92% Minority Availability Annually Contracted Faculty: 58.57% Female Availability; 16.69% Minority Availability Tenured/Tenure-Track and Chairs: 53.60% Female Availability; 15.15% Minority Availability Tenure-Track Faculty: 46.71% Female Availability; 17.69% Minority Availability Tenured Faculty, Chairs, Assist/Assoc Chairs: 39.67% Female Availability; 13.85% Minority Availability</p> <p>All A&P: 58.84% Female Availability; 20.61% Minority Availability Annually Contracted A&P: 62.86% Female Availability; 21.37% Minority Availability Continuing A&P: 54.81% Female Availability; 19.85% Minority Availability</p> <p>All Civil Service: 45.10% Female Availability; 13.78% Minority Availability</p> <p>2) For Utilization data, please review the AY 14-15 AAP (http://castle.eiu.edu/civil/EEO_AA.php). In calculating underutilization and in setting goals, Eastern uses methods suggested by the U.S. OFCCP. Eastern compares the percentage of minorities and women in each job group to their availability. 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, the determination of availability draws upon one or multiple sources of data in order to most accurately identify the availability of potential employees who are African American. These data sources include, for example: national doctoral recipients, master's degree recipients, U. S. Census data, NCAA data for coaches/athletics employees, jobs filled by internal candidates, EIU bachelor's & master's recipients. Based upon an annual review of the composition of employees and the determination of the availability of African Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of African Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.</p>

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	10	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	4	Directors	4
Total		18	

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

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

EIU conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of African American employees. Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department’s recruiting efforts are reviewed and monitored by EIU Office of Civil Rights and Diversity. During the review process, African American candidates who withdraw from interviews or decline, are provided an online survey asking them to state why they withdrew and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are African American, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts. The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including African American. ** All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2015.

African American Employment Plan for Higher Education

Governors State University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	3	Board of Directors/Regents (Non-African Americans on Board)	5
Total	3	Total	5
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	5	Vice Presidents	14
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	1	Dean(s)	4
Directors of programs	13	Directors of programs	30
Total	19	Total	49
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	24	Full-time tenured faculty	133
Full-time non-tenured faculty	12	Full-time non-tenured faculty	61
Part-time faculty	4	Part-time faculty	24
Adjunct faculty	68	Adjunct faculty	375
Total	108	Total	593
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	56	All administrative support staff	119
Office and clerical	69	Office and clerical	80
Para-professionals	26	Para-professionals	43
Total	151	Total	242
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	24
Service – maintenance	12	Service – maintenance	23
Total	13	Total	47
Grand Total	291	Grand Total	931

For 2015, total number of African American students	2,145	For 2015, total number of non-African American students	3,793
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Total number of African American students that graduated in 2015	490	Total number of non-African American students that graduated in 2015	1,026
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	7
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	19
Total African American faculty that experienced separation from the university	30

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

1) Governors State University's employment area is primarily centered in Cook, Kankakee, and Will Counties. In Cook County, the 2014 US Census Bureau estimate is that 24% of the population is African-American, 15% in Kankakee, and 11% in Will County where Governors State University is located. This is compared to the state rate of 14%. African-American employees, faculty, administrators, and regents at Governors State make up 24% of the total, yielding an underutilization ratio of 100% for Cook County, but less than 100% for Kankakee County (63%), Will County (46%), and across the state (58%).

2) The greatest underutilization is with African-American faculty that make up 15% of the population. However this is higher than across the state and in Will County where Governors State University is located.

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	24	Adjunct faculty	68
Part-time tenured faculty	0	Deans	1
Full-time non-tenured faculty	12	Directors	13
Total	118		

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

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

Governors State University has a Diversity Advisory Council whose mission is to provide a coordinating function for diversity groups and issues on campus including serving as a clearinghouse for information and acting as a champion for diversity.

The objectives of the Diversity Advisory Council will align most closely with the following goals and will focus on both employees and students: improve student success with an emphasis on enrollment, retention, graduation, transfer rates, and effective teaching and learning outcomes; improve success of minority, underrepresented, and under-prepared student populations in addition to closing the gap between high school and college performance; bringing the voice of the employee into the council and to act as a catalyst in building a more diverse work environment; improve workplace equality: an environment in which every individual has an equal opportunity to perform, develop, and advance; set goals and action plans in alignment with College’s mission and strategic plan; collect and analyze relevant data; oversee implementation and evaluation of action plan; track and chart progress; report on progress to campus community; make recommendations to administration; and provide incentives and rewards (mini-grants & diversity awards)

African American Employment Plan for Higher Education

Illinois State University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	1	Board of Directors/Regents (Non-African Americans on Board)	7
Total	1	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	14
Provost/Chancellor	0	Provost/Chancellor	4
Dean(s)	0	Dean(s)	25
Directors of programs	17	Directors of programs	299
Total	17	Total	343
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	34	Full-time tenured faculty	651
Full-time non-tenured faculty	4	Full-time non-tenured faculty	190
Part-time faculty	4	Part-time faculty	322
Adjunct faculty		Adjunct faculty	
Total	42	Total	1163
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	52	All administrative support staff	865
Office and clerical	14	Office and clerical	398
Para-professionals	0	Para-professionals	69
Total	66	Total	1332
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	131
Service – maintenance	83	Service – maintenance	388
Total	84	Total	519
Grand Total	209	Grand Total	3357

For 2015, total number of African American students	1598	For 2015, total number of non-African American students	21330
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Total number of African American students that graduated in 2015	240	Total number of non-African American students that graduated in 2015	4787
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	1
Total non-African American faculty that received tenure	33
Total non-African American faculty that did not receive tenure	1

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	261
Total African American faculty that experienced separation from the university	7

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p>1) 15% 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, they University calculates labor force underutilization by gender and total minority categories.</p> <p>2) Category 2F Professionals - Computer IT Category 2B Non-Tenure Track Faculty Category 2G Professionals - Advisors, Educational and Staff Counselors</p>	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	34	Adjunct faculty	0
Part-time tenured faculty	4	Deans	1
Full-time non-tenured faculty	4	Directors	16
Total		59	

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

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

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

African American Employment Plan for Higher Education

Northeastern Illinois University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)		Board of Directors/Regents (Non-African Americans on Board)	
Total	0	Total	8
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	3
Provost/Chancellor	0	Provost/Chancellor	2
Dean(s)	1	Dean(s)	23
Directors of programs	12	Directors of programs	52
Total	13	Total	81
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	22	Full-time tenured faculty	243
Full-time non-tenured faculty	5	Full-time non-tenured faculty	104
Part-time faculty	19	Part-time faculty	130
Adjunct faculty	10	Adjunct faculty	92
Total	56	Total	569
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	139	All administrative support staff	505
Office and clerical	0	Office and clerical	0
Para-professionals	0	Para-professionals	0
Total	139	Total	505
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	3	Any and all skilled craft workers	27
Service – maintenance	26	Service – maintenance	55
Total	29	Total	82
Grand Total	237	Grand Total	1245

For 2015, total number of African American students	1048	For 2015, total number of non-African American students	9227
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Total number of African American students that graduated in 2015	184	Total number of non-African American students that graduated in 2015	1802
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	15
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	6
Total African American faculty that experienced separation from the university	0

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

1) For utilization data, please review the 2015 Affirmative Action Plan (<http://www.neiu.edu/about/sites/neiu.edu/about/files/documents/2015/05/Affirmative%20Action%20Plan.pdf>). Northeastern Illinois University has compared the percentage of minorities in each job group with the rates of availability determined for those job groups in the previous analysis. Where the percentage of minorities is less than would reasonably be expected given their availability, a placement goal has been established. Good faith efforts are routinely made to increase representation of minorities in all cases where representation is less than availability. The University has used the 80% method with the application of the one-person rule when making its determinations as to whether the percentage of minorities was less than would reasonably be expected given their availability. Only the category "Craft Workers" was found to be underutilized for African American employees.

2) EEO-1 Job Category 6/Craft Workers is the only EEOC occupation category with underutilization for African American employees.

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	22	Adjunct faculty	10
Part-time tenured faculty	19	Deans	1
Full-time non-tenured faculty	5	Directors	12
Total		69	

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

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

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

African American Employment Plan for Higher Education

Northern Illinois University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	*	Board of Directors/Regents (Non-African Americans on Board)	*
Total		Total	
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	5	Vice Presidents	21
Provost/Chancellor	0	Provost/Chancellor	10
Dean(s)	1	Dean(s)	24
Directors of programs	34	Directors of programs	239
Total	40	Total	295
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	20	Full-time tenured faculty	463
Full-time non-tenured faculty	15	Full-time non-tenured faculty	349
Part-time faculty	7	Part-time faculty	227
Adjunct faculty	NA	Adjunct faculty	NA
Total	42	Total	1039
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	95	All administrative support staff	1172
Office and clerical	10	Office and clerical	299
Para-professionals	45	Para-professionals	576
Total	150	Total	2047
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	95
Service – maintenance	24	Service – maintenance	405
Total	25	Total	500
Grand Total	257	Grand Total	3881

For 2015, total number of African American students	3080	For 2015, total number of non-African American students	20406
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Total number of African American students that graduated in 2015	461	Total number of non-African American students that graduated in 2015	4711
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	31
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	40
Total African American faculty that experienced separation from the university	1

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
<p>1) 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.</p> <p>2) EEO occupation categories Faculty, Clerical, and Skilled Crafts have the greatest underutilization for African American.</p>	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	6	Adjunct faculty	5
Part-time tenured faculty	7	Deans	4
Full-time non-tenured faculty	4	Directors	8
Total		34	

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

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

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

African American Employment Plan for Higher Education

Southern Illinois University Carbondale

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	1	Board of Directors/Regents (Non-African Americans on Board)	7
Total	1	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	2
Provost/Chancellor	1	Provost/Chancellor	16
Dean(s)	2	Dean(s)	28
Directors of programs	23	Directors of programs	245
Total	26	Total	292
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	18	Full-time tenured faculty	455
Full-time non-tenured faculty	37	Full-time non-tenured faculty	615
Part-time faculty	7	Part-time faculty	122
Adjunct faculty	0	Adjunct faculty	7
Total	62	Total	1199
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	69	All administrative support staff	1325
Office and clerical	47	Office and clerical	807
Para-professionals	45	Para-professionals	483
Total	161	Total	2615
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	12	Any and all skilled craft workers	166
Service – maintenance	36	Service – maintenance	327
Total	48	Total	493
Grand Total	297	Grand Total	4599

For 2015, total number of African American students	3506	For 2015, total number of non-African American students	17180
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Total number of African American students that graduated in 2015	652	Total number of non-African American students that graduated in 2015	4130
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	0
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	25
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	83
Total African American faculty that experienced separation from the university	7

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
1) 1. The Affirmative Action Plan for Southern Illinois University calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. No EEO-6 category was found to be underutilized for African American.	
2) N/A	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	18	Adjunct faculty	0
Part-time tenured faculty	0	Deans	3
Full-time non-tenured faculty	40	Directors	20
Total		81	

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

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

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

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

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

African American Employment Plan for Higher Education

Southern Illinois University Edwardsville

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	1	Board of Directors/Regents (Non-African Americans on Board)	8
Total	1	Total	8
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	4
Provost/Chancellor	1	Provost/Chancellor	11
Dean(s)	1	Dean(s)	26
Directors of programs	5	Directors of programs	50
Total	7	Total	92
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	17	Full-time tenured faculty	297
Full-time non-tenured faculty	22	Full-time non-tenured faculty	287
Part-time faculty	8	Part-time faculty	276
Adjunct faculty		Adjunct faculty	
Total	47	Total	860
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	111	All administrative support staff	424
Office and clerical	41	Office and clerical	336
Para-professionals	92	Para-professionals	181
Total	244	Total	941
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	67
Service – maintenance	28	Service – maintenance	221
Total	29	Total	288
Grand Total	327	Grand Total	2181

For 2015, total number of African American students	1,869	For 2015, total number of non-African American students	12,103
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Total number of African American students that graduated in 2015	238	Total number of non-African American students that graduated in 2015	2,658
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	16
Total non-African American faculty that did not receive tenure	0

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	49
Total African American faculty that experienced separation from the university	2

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

1) SIUE calculates underutilization using the "whole person" rule between the expected number of employees in a particular job group based on availability and any shortfall that exists in the job group. The total underutilization for African American employees is 65.

2) SIUE does not use EEOC Categories when calculating underutilization (or the categories above). The largest underutilization by Job Group are "Skilled Crafts" and "Service Maintenance." There is one (1) African American employee in the "Skilled Crafts" out of 68 total employees in the job group. There is a shortfall of eight (8) employees. For "Service Maintenance," there are 18 African American employees out of 244 with a shortfall of 18 individuals. Both job groups are almost entirely civil service positions.

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty		Adjunct faculty	
Part-time tenured faculty		Deans	
Full-time non-tenured faculty		Directors	1
Total		1	

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

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

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. EOA conducts training for search committees for goal related positions to emphasize the need for increased recruitment and requires that search committees develop a thorough recruitment plan. Applicants are surveyed how they learned of the position they applied to evaluate how successful candidates learned of the job.

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

African American Employment Plan for Higher Education

University of Illinois at Chicago

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	5	Board of Directors/Regents (Non-African Americans on Board)	7
Total	5	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents	1	Vice Presidents	3
Provost/Chancellor	3	Provost/Chancellor	26
Dean(s)	13	Dean(s)	77
Directors of programs	134	Directors of programs	614
Total	151	Total	720
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	32	Full-time tenured faculty	801
Full-time non-tenured faculty	85	Full-time non-tenured faculty	1207
Part-time faculty	38	Part-time faculty	963
Adjunct faculty	21	Adjunct faculty	236
Total	176	Total	3207
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	846	All administrative support staff	4106
Office and clerical	245	Office and clerical	388
Para-professionals	651	Para-professionals	1063
Total	1742	Total	5557
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	12	Any and all skilled craft workers	137
Service – maintenance	384	Service – maintenance	281
Total	396	Total	418
Grand Total	2465	Grand Total	9902

For 2015, total number of African American students	2,283	For 2015, total number of non-African American students	26,765
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Total number of African American students that graduated in 2015	470	Total number of non-African American students that graduated in 2015	6,480
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	7
Total African American faculty that did not receive tenure	1
Total non-African American faculty that received tenure	78
Total non-African American faculty that did not receive tenure	3

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	107
Total African American faculty that experienced separation from the university	12

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
1) 2	
2) 5 - Technical	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	57	Adjunct faculty	N/A
Part-time tenured faculty	N/A	Deans	2
Full-time non-tenured faculty	130	Directors	82
Total		271	

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

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

The 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.

African American Employment Plan for Higher Education

University of Illinois at Urbana-Champaign

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	5	Board of Directors/Regents (Non-African Americans on Board)	7
Total	5	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	0
Provost/Chancellor	6	Provost/Chancellor	29
Dean(s)	10	Dean(s)	97
Directors of programs	71	Directors of programs	936
Total	87	Total	1062
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	57	Full-time tenured faculty	1279
Full-time non-tenured faculty	68	Full-time non-tenured faculty	1289
Part-time faculty	20	Part-time faculty	549
Adjunct faculty	5	Adjunct faculty	176
Total	150	Total	3293
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	215	All administrative support staff	3415
Office and clerical	128	Office and clerical	1057
Para-professionals	70	Para-professionals	657
Total	413	Total	5129
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	31	Any and all skilled craft workers	539
Service – maintenance	246	Service – maintenance	903
Total	277	Total	1442
Grand Total	927	Grand Total	10,926

For 2015, total number of African American students	2,254	For 2015, total number of non-African American students	43,588
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Total number of African American students that graduated in 2015	572	Total number of non-African American students that graduated in 2015	11,884
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	2
Total African American faculty that did not receive tenure	1
Total non-African American faculty that received tenure	85
Total non-African American faculty that did not receive tenure	5

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	86
Total African American faculty that experienced separation from the university	4

<p>4. 1) What is the total number of underutilization for African Americans?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?</p>
<p>1) 213 out of 10779 (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 213 additional African American employees (without changing the total number of employees), the total shortfall would be zero.</p> <p>2) UIUC does not utilize EEOC categories.</p> <p>Faculty: 1. University Library Associate Professors - African Americans=6 Total Employees=42; 2. Library & Information Science Specialized Faculty - African Americans=2 Total Employees=29; 3. Business Administration - African Americans=1 Total Employees=16</p> <p>4. Law - African Americans=1 Total Employees=35; 5. Social Work Associate Professor - African Americans=1 Total Employees=8</p> <p>Academic Professionals: 1. Research Disciplines Level 3 - African Americans=24 Total Employees=537; 2. IT Systems Level 3 - African Americans=19 Total Employees=570; 3. Research Support Level 3 - African Americans=10 Total Employees=342; 4. Communications/PR/Advance Level 1 - African Americans=8 Total Employees=103; 5. Educational Level 3 - African Americans=7 Total Employees=272</p> <p>Civil Service: 1. Other CS Service Professionals Level 1 - African Americans=9 Total Employees=127; 2. Accounting/Finance Professionals Level 2 - African Americans=6 Total Employees=107; 3. Office Support Clericals Level 3 - African Americans=5 Total Employees=317; 4. Metal Craftsman Level 1 - African Americans=4 Total Employees=39; 5. Other Clericals Level 3 - African Americans=3 Total Employees=50</p>

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	96	Adjunct faculty	5
Part-time tenured faculty	3	Deans	4
Full-time non-tenured faculty	22	Directors	0
Total		130	

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

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

Target of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program (TOP). The 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.

African American Employment Plan for Higher Education

University of Illinois at Springfield

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	5	Board of Directors/Regents (Non-African Americans on Board)	7
Total	5	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	1
Provost/Chancellor	2	Provost/Chancellor	11
Dean(s)	0	Dean(s)	6
Directors of programs	3	Directors of programs	66
Total	5	Total	84
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	2	Full-time tenured faculty	104
Full-time non-tenured faculty	7	Full-time non-tenured faculty	84
Part-time faculty	1	Part-time faculty	29
Adjunct faculty	4	Adjunct faculty	133
Total	14	Total	350
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	14	All administrative support staff	212
Office and clerical	1	Office and clerical	75
Para-professionals	4	Para-professionals	51
Total	19	Total	338
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	21
Service – maintenance	6	Service – maintenance	59
Total	6	Total	80
Grand Total	44	Grand Total	852

For 2015, total number of African American students	629	For 2015, total number of non-African American students	4,773
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Total number of African American students that graduated in 2015	122	Total number of non-African American students that graduated in 2015	1,387
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	1
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	3
Total non-African American faculty that did not receive tenure	2

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	1
Total African American faculty that experienced separation from the university	0

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
1) That data is currently being developed.	
2) To be determined.	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	0
Total		1	

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

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

Yes, the institution regularly reviews efforts to outreach to, recruit and retain African American employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.

African American Employment Plan for Higher Education

University of Illinois Administration

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	5	Board of Directors/Regents (Non-African Americans on Board)	7
Total	5	Total	7
African American Administrators:		Non-African American Administrators:	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	35
Provost/Chancellor	0	Provost/Chancellor	0
Dean(s)	0	Dean(s)	0
Directors of programs	16	Directors of programs	236
Total	17	Total	272
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	0	Full-time tenured faculty	0
Full-time non-tenured faculty	1	Full-time non-tenured faculty	1
Part-time faculty	0	Part-time faculty	1
Adjunct faculty	0	Adjunct faculty	1
Total	1	Total	3
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	69	All administrative support staff	649
Office and clerical	21	Office and clerical	135
Para-professionals	6	Para-professionals	23
Total	96	Total	807
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	0
Service – maintenance	0	Service – maintenance	1
Total	0	Total	1
Grand Total	114	Grand Total	1083

For 2015, total number of African American students	N/A	For 2015, total number of non-African American students	N/A
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Total number of African American students that graduated in 2015	N/A	Total number of non-African American students that graduated in 2015	N/A
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	n/a
Total African American faculty that did not receive tenure	n/a
Total non-African American faculty that received tenure	n/a
Total non-African American faculty that did not receive tenure	n/a

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	n/a
Total African American faculty that experienced separation from the university	n/a

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

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	n/a	Adjunct faculty	n/a
Part-time tenured faculty	n/a	Deans	n/a
Full-time non-tenured faculty	n/a	Directors	n/a
Total		N/A	

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

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

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

African American Employment Plan for Higher Education

Western Illinois University

Section A

1. As of June 30, 2015, provide the total number of African Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (African Americans on Board)	1	Board of Directors/Regents (Non-African Americans on Board)	7
Total	1	Total	7
African American Administrators:		Non-African American Administrators:	
University President	1	University President	0
Vice Presidents	2	Vice Presidents	8
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	1	Dean(s)	13
Directors of programs	2	Directors of programs	61
Total	6	Total	83
African American Faculty:		Non-African American Faculty:	
Full-time tenured faculty	26	Full-time tenured faculty	460
Full-time non-tenured faculty	1	Full-time non-tenured faculty	110
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	2	Adjunct faculty	89
Total	29	Total	659
African American (administrative) Support Staff:		Non-African American (administrative) Support Staff:	
All administrative support staff	32	All administrative support staff	586
Office and clerical	7	Office and clerical	226
Para-professionals	4	Para-professionals	79
Total	41	Total	891
African American Union and non-Union:		Non-African American Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	75
Service – maintenance	20	Service – maintenance	166
Total	21	Total	241
Grand Total	97	Grand Total	1874

For 2015, total number of African American students	1895	For 2015, total number of non-African American students	9199
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Total number of African American students that graduated in 2015	263	Total number of non-African American students that graduated in 2015	2527
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2. As of June 30, 2015, provide the number of faculty up for tenure at your institution:	
Total African American faculty that received tenure	4
Total African American faculty that did not receive tenure	0
Total non-African American faculty that received tenure	20
Total non-African American faculty that did not receive tenure	1

3. As of June 30, 2015, provide the number of faculty that separated or left the university:	
Total non-African American faculty that experienced separation from the university	7
Total African American faculty that experienced separation from the university	0

4. 1) What is the total number of underutilization for African Americans? 2) In what EEOC occupational categories does the university have the greatest underutilization for African Americans?	
1) 148	
2) Office & Clerical/Para-professional 36 (11.1%)	

Section B

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

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

10. How many Affirmative Action program positions are held by African Americans?			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	0
Total		1	

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

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

The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of African American employees. The Campus Climate and Programs sub-committee of the University Diversity Committee (UDC) has finalized a survey to assess campus climate which includes questions about the campus climate by demographic. The Workforce Diversity sub-committee of the UDC is working on an exit survey and procedure to collect information for faculty and administrative and professional positions.

The University’s Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.

African American Employment Plan for Higher Education

Section A.

Illinois Board of Higher Education

1. As of June 30, 2015, provide the total number of African American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:			
Board of Directors (African American on Board)	1	Board of Directors (Non-African American on Board)	14
Total	1	Total	14
African American Administrators:		Non-African American Administrators:	
Executive Director	0	Executive Director	1
Deputy Director	1	Deputy Director	3
Total	1	Total	4
African American:		Non-African American:	
Senior Associate Directors	0	Senior Associate Directors	1
Associate Directors	2	Associate Directors	8
Assistant Directors	1	Assistant Directors	13
Total	3	Total	22
African American (administrative) Support staff:		Non-African American (administrative) Support staff:	
All administrative support staff	0	All administrative support staff	8
Office and Clerical	0	Office and Clerical	0
Para-professionals	0	Para-professionals	0
Total	0	Total	8
Grand total	4	Grand total	34

2. As of June 30, 2014, provide the number of African American and non-African American staff that left the agency:	
Total non-African American staff that experienced separation from the agency	2
Total African American staff that experienced separation from the agency	2

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