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BOARD OF HIGHER EDUCATION

*Promoting An Educated Illinois*

**Illinois Asian-American Employment Plan  
for Public Universities**

**Fiscal Year 2015**

**February 2016**

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# ILLINOIS ASIAN-AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

## Introduction

The Illinois Board of Higher Education (IBHE) submits the first *Illinois Asian-American Employment Plan for Public Universities* to the Illinois General Assembly pursuant to Public Act 97-856. This Public Act added Asian-Americans to the State Employment Records Act (5 ILCS 410/20) and authorized the creation of an Asian-American Employment Plan Advisory Council (20 ILCS 405-121). This report provides information on the progress of efforts to hire and promote Asian-American faculty and administrative staff at public universities.

## Asian-Americans in Illinois Public Universities

The IBHE conducted a survey of the Illinois public universities to obtain the number of Asian-Americans employed as of June 30, 2015. The total number of Asian-American employees at public universities and IBHE in 2015 was 4,295. This is an increase of 160 employees (or 3.87 percent). The numbers for each campus are shown in the table below.

<b>2013 to 2015 Asian-American Employees at Public Universities</b>			
<b>(full-time and part-time)</b>			
	<b>2013</b>	<b>2014</b>	<b>2015</b>
Chicago State University	33	36	44
Eastern Illinois University	55	54	55
Governors State University	45	54	47
Illinois State University	106	104	111
Northeastern Illinois University	83	117	127
Northern Illinois University	185	201	241
Southern Illinois University Carbondale	193	198	205
Southern Illinois University Edwardsville	75	75	101
University of Illinois at Chicago	1,792	2,005	2,036
University of Illinois at Urbana-Champaign	904	1,105	1,138
University of Illinois at Springfield	43	49	55
University of Illinois System Administration	71	73	70
Western Illinois University	66	64	65
Board of Higher Education	0	0	0
<b>Totals</b>	<b>3,651</b>	<b>4,135</b>	<b>4,295</b>
Change in 1 Year (number)		484	
Change in 1 Year (percent)		13.26%	
Change in 2 Years (percent)			160
Change in 2 Years (number)			3.87%

In 2015, approximately 43.70 percent of the Asian-American employees at public universities are categorized as administrative support staff. The second largest category is faculty members with 49.90 percent of the total. Administrators, service and maintenance, and skilled craft workers make up the remainder of the 4,295 Asian-American employees. The breakdowns of the 2015 numbers by employee categories are provided in the table below.

<b>Asian-American Employees in Public Universities by Employee Category</b>						
	<b>Administrators</b>	<b>Faculty (includes adjunct)</b>	<b>Administrative Support Staff</b>	<b>Skilled Craft Workers</b>	<b>Service – Maintenance</b>	<b>Totals</b>
Chicago State University	1	33	10	0	0	44
Eastern Illinois University	1	42	9	0	3	55
Governors State University	1	35	11	0	0	47
Illinois State University	7	70	27	0	7	111
Northeastern Illinois University	4	59	62	1	1	127
Northern Illinois University	13	120	97	0	11	241
Southern Illinois University Carbondale	7	153	43	0	2	205
Southern Illinois University Edwardsville	3	75	21	0	2	101
University of Illinois at Chicago	72	753	1,199	2	10	2,036
University of Illinois at Urbana- Champaign	63	703	332	3	37	1,138
University of Illinois at Springfield	3	38	13	0	1	55
University of Illinois System Administration	15	1	54	0	0	70
Western Illinois University	0	59	6	0	0	65
Board of Higher Education	0	0	0	0	0	0
<b>Subtotals</b>	<b>190</b>	<b>2,141</b>	<b>1,884</b>	<b>6</b>	<b>74</b>	<b>4,295</b>
<b>Percentage of Total</b>	<b>4.42%</b>	<b>49.85%</b>	<b>43.86%</b>	<b>0.14%</b>	<b>1.72%</b>	<b>100.00%</b>

IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain Asian-American employees. Each institution provided information about current and future internal studies, surveys, and committees regarding Asian-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 4,295 Asian-Americans as of June 30, 2015. The majority of Asian-American employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of Asian-American employees is provided in the appendices.

## **Appendix A**

Illinois Asian-American Employment Plan  
Narrative Responses by Public Universities

**Survey Question:**

Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian-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 Asian 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 Asian 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 Asian 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 Asian American.

\*\* All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2015.

**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
- 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).

**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 Asian 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 Asian American employees, monitor employment and departure of employees from the institution.

**Southern Illinois University Carbondale**

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

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

**Southern Illinois University Edwardsville**

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. 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.

**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 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.

**University of Illinois Springfield**

Yes, the institution regularly reviews efforts to outreach to, recruit and retain Asian 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 proper interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.



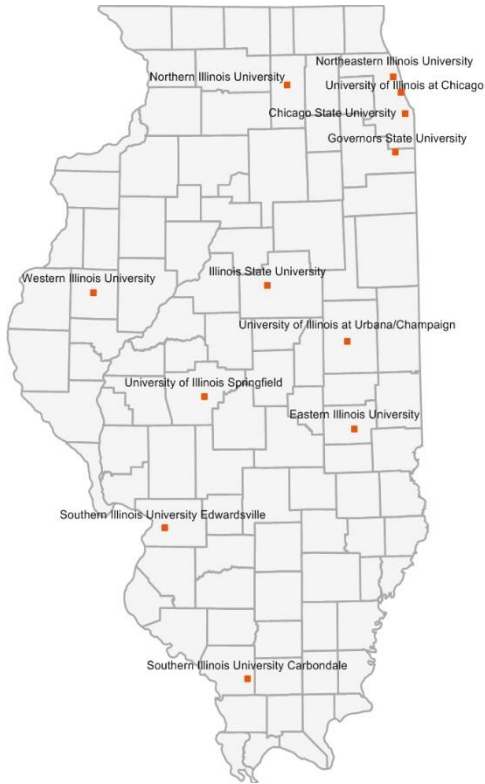
**Western Illinois University**

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 Asian 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. It will be deployed this spring. 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 Asian-American Employment Plan Surveys Reported by Public Universities and Illinois Board of Higher Education As of June 30, 2014



Survey Responses, by Campus or Unit	
	Page #
Chicago State University	1
Eastern Illinois University	4
Governors State University	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

## Asian American Employment Plan for Higher Education

Chicago State University

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:**     Yes     No

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	7
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	7
Directors of programs	0	Directors of programs	54
<b>Total</b>	1	<b>Total</b>	70
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	13	Full-time tenured faculty	121
Full-time non-tenured faculty	20	Full-time non-tenured faculty	131
Part-time faculty	0	Part-time faculty	
Adjunct faculty	0	Adjunct faculty	0
<b>Total</b>	33	<b>Total</b>	252
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	7	All administrative support staff	185
Office and clerical	1	Office and clerical	83
Para-professionals	2	Para-professionals	145
<b>Total</b>	10	<b>Total</b>	413
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	31
Service – maintenance	0	Service – maintenance	114
<b>Total</b>	0	<b>Total</b>	145
<b>Grand Total</b>	<b>44</b>	<b>Grand Total</b>	<b>880</b>

For 2015, <b>total</b> number of Asian American students	257	For 2015, <b>total</b> number of non-Asian American students	4954
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<b>Total</b> number of Asian American students that graduated in 2015	57	<b>Total</b> number of non-Asian American students that graduated in 2015	935
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	3
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	9
Total non-Asian American faculty that did not receive tenure	1

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	22
Total Asian American faculty that experienced separation from the university	6

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

1) The University utilizes its student population to gage the representation of employees within various positions and categories.

Based on 2015 student enrollment and the workforce data as of June 30, 2015, There is no underutilization of Asian Americans. The total number of underutilization is zero (0).

Asian Americans Student enrollment – 1.1%  
Asian Americans Workforce - 4.79%

2) Not applicable based on student/employee ratio.

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time <input checked="" type="radio"/> Never	
	<input type="radio"/> 1/2 time		
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	0	Directors	0
<b>Total</b>		0	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input checked="" type="radio"/> More than 50%		<input type="radio"/> Less than 50%
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.</p>			

## Asian American Employment Plan for Higher Education

Eastern Illinois University

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:  Yes  No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	7
Total	0	Total	7
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
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	1	Directors of programs	57
Total	1	Total	77
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	27	Full-time tenured faculty	266
Full-time non-tenured faculty	7	Full-time non-tenured faculty	89
Part-time faculty	8	Part-time faculty	190
Adjunct faculty	0	Adjunct faculty	0
Total	42	Total	545
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	3	All administrative support staff	191
Office and clerical	6	Office and clerical	421
Para-professionals	0	Para-professionals	5
Total	9	Total	617
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	133
Service – maintenance	3	Service – maintenance	238
Total	3	Total	371
<b>Grand Total</b>	<b>55</b>	<b>Grand Total</b>	<b>1610</b>

For 2015, <b>total</b> number of Asian American students	92	For 2015, <b>total</b> number of non-Asian American students	8428
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<b>Total</b> number of Asian American students that graduated in 2015	18	<b>Total</b> number of non-Asian American students that graduated in 2015	2456
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	20
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	31
Total Asian American faculty that experienced separation from the university	3

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

1) Availability data taken from the AY 14-15 AAP.

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

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

All Civil Service: 45.10% Female Availability; 13.78% Minority Availability

2) For Utilization data, please review the AY 14-15 AAP ([http://castle.eiu.edu/civil/EEO\\_AA.php](http://castle.eiu.edu/civil/EEO_AA.php)). In calculating underutilization and in setting goals, EIU uses methods suggested by the U.S. OFCCP. EIU 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. EIU 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 Asian American. These data sources include, for example: national doctoral recipients, master's degree recipients, 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 Asian Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of Asian Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.

**Section B**

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

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

12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	27	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	7	Directors	1
<b>Total</b>		<b>35</b>	

	Yes	No	
11. For Asian 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 Asian Americans 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 Asian 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’s Office of Civil Rights and Diversity. During the review process, candidates, who are Asian 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 Asian 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 Asian American. \*\* All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2015.



## Asian American Employment Plan for Higher Education

Governors State University

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:  Yes  No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
Total	0	Total	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	18
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	5
Directors of programs	0	Directors of programs	43
Total	1	Total	67
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	24	Full-time tenured faculty	133
Full-time non-tenured faculty	2	Full-time non-tenured faculty	71
Part-time faculty	0	Part-time faculty	28
Adjunct faculty	9	Adjunct faculty	434
Total	35	Total	666
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	4	All administrative support staff	171
Office and clerical	5	Office and clerical	144
Para-professionals	2	Para-professionals	67
Total	11	Total	382
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	25
Service – maintenance	0	Service – maintenance	35
Total	0	Total	60
<b>Grand Total</b>	<b>47</b>	<b>Grand Total</b>	<b>1175</b>

For 2015, <b>total</b> number of Asian American students	102	For 2015, <b>total</b> number of non-Asian American students	5,836
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<b>Total</b> number of Asian American students that graduated in 2015	39	<b>Total</b> number of non-Asian American students that graduated in 2015	1,477
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	2
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	6
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	7
Total Asian American faculty that experienced separation from the university	42

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

**4. 2) In what EEOC occupational categories does the university have the greatest underutilization for Asian 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 7% of the population is Asian, 1% in Kankakee, and 5% in Will County where Governors State University is located. This is compared to the state rate of 5%. Asian employees, faculty, administrators, and regents at Governors State make up 4% of the total. In comparison, Asian students represent 2% of the total student body. For Asian employees there is an underutilization ratio of 175% for Cook County, 25% for Kankakee County, and 125% for Will County and across the state.

2) Administrators and Union/Non-Union laborers show the highest underutilization, however Asian students make up only 2% of the campus population.

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input checked="" type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	24	Adjunct faculty	9
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	2	Directors	0
<b>Total</b>		<b>35</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>GSU has a Diversity Advisory Council 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 DAC will align 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 &amp; diversity awards)</p>			

## Asian American Employment Plan for Higher Education

Illinois State University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
Total	0	Total	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	14
Provost/Chancellor Assoc Provost	1	Provost/Chancellor	3
Dean(s)	0	Dean(s)	25
Directors of programs	6	Directors of programs	310
Total	7	Total	353
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	58	Full-time tenured faculty	627
Full-time non-tenured faculty	6	Full-time non-tenured faculty	188
Part-time faculty	6	Part-time faculty	320
Adjunct faculty		Adjunct faculty	
Total	70	Total	1135
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	20	All administrative support staff	897
Office and clerical	7	Office and clerical	405
Para-professionals	0	Para-professionals	69
Total	27	Total	1371
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	132
Service – maintenance	7	Service – maintenance	464
Total	7	Total	596
<b>Grand Total</b>	<b>111</b>	<b>Grand Total</b>	<b>3455</b>

For 2015, <b>total</b> number of Asian American students	494	For 2015, <b>total</b> number of non-Asian American students	22434
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<b>Total</b> number of Asian American students that graduated in 2015	97	<b>Total</b> number of non-Asian American students that graduated in 2015	4930
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	2
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	32
Total non-Asian American faculty that did not receive tenure	2

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	261
Total Asian American faculty that experienced separation from the university	7

<p><b>5. 1) What is the total number of underutilization for Asian Americans?</b></p> <p><b>4. 2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?</b></p>
<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 2B Non-Tenure Track Faculty</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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	58	Adjunct faculty	0
Part-time tenured faculty	6	Deans	0
Full-time non-tenured faculty	6	Directors	7
<b>Total</b>		<b>77</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>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 Asian 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.</p>			

## Asian American Employment Plan for Higher Education

Northeastern Illinois University

### Section A

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:     Yes     No

2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:

Board of Directors/Regents (Asian Americans on Board)	1	Board of Directors/Regents (Non-Asian Americans on Board)	7
Total	1	Total	7
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	3
Provost/Chancellor	0	Provost/Chancellor	2
Dean(s)	0	Dean(s)	24
Directors of programs	4	Directors of programs	60
Total	4	Total	90
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	36	Full-time tenured faculty	229
Full-time non-tenured faculty	6	Full-time non-tenured faculty	103
Part-time faculty	7	Part-time faculty	142
Adjunct faculty	10	Adjunct faculty	92
Total	59	Total	566
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	62	All administrative support staff	582
Office and clerical		Office and clerical	
Para-professionals		Para-professionals	
Total	62	Total	582
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	29
Service – maintenance	1	Service – maintenance	80
Total	2	Total	109
<b>Grand Total</b>	<b>128</b>	<b>Grand Total</b>	<b>1354</b>

For 2015, total number of Asian American students	905	For 2015, total number of non-Asian American students	9370
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Total number of Asian American students that graduated in 2015	179	Total number of non-Asian American students that graduated in 2015	1807
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	2
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	14
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	5
Total Asian American faculty that experienced separation from the university	1

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

1) For utilization data, please review our 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 "Admin Support II" was found to be underutilized for Asian Americans.

2) Admin Support II



**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 Asian American Employment Plan*

		Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Is the Center Director/Coordinator Asian American?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	36	Adjunct faculty	10
Part-time tenured faculty	7	Deans	0
Full-time non-tenured faculty	6	Directors	4
<b>Total</b>		<b>63</b>	
		Yes	No
11. For Asian 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 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%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>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.</p>			

## Asian American Employment Plan for Higher Education

Northern Illinois University

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:  Yes  No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents (Asian Americans on Board)</b>	*	<b>Board of Directors/Regents (Non-Asian Americans on Board)</b>	*
<b>Total</b>		<b>Total</b>	
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	25
Provost/Chancellor )	1	Provost/Chancellor	10
Dean(s)	3	Dean(s)	22
Directors of programs	8	Directors of programs	265
<b>Total</b>	<b>13</b>	<b>Total</b>	<b>323</b>
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	66	Full-time tenured faculty	417
Full-time non-tenured faculty	44	Full-time non-tenured faculty	320
Part-time faculty	10	Part-time faculty	224
Adjunct faculty	NA	Adjunct faculty	NA
<b>Total</b>	<b>120</b>	<b>Total</b>	<b>961</b>
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	52	All administrative support staff	1215
Office and clerical	6	Office and clerical	303
Para-professionals	39	Para-professionals	582
<b>Total</b>	<b>97</b>	<b>Total</b>	<b>2100</b>
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	96
Service – maintenance	11	Service – maintenance	418
<b>Total</b>	<b>11</b>	<b>Total</b>	<b>514</b>
<b>Grand Total</b>	<b>241</b>	<b>Grand Total</b>	<b>3898</b>

For 2015, <b>total</b> number of Asian American students	1126	For 2015, <b>total</b> number of non-Asian American students	22360
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<b>Total</b> number of Asian American students that graduated in 2015	258	<b>Total</b> number of non-Asian American students that graduated in 2015	4914
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	7
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	25
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	34
Total Asian American faculty that experienced separation from the university	7

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

**4. 2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?**

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.

2) EEO occupation categories Executive and Professional have the greatest underutilization for Asian Americans

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input checked="" type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	4	Adjunct faculty	2
Part-time tenured faculty	3	Deans	1
Full-time non-tenured faculty	2	Directors	2
<b>Total</b>		<b>14</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment of Asian American employees, monitor employment and departure of employees from the institution.</p>			

## Asian American Employment Plan for Higher Education

Southern Illinois University Carbondale

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:     Yes     No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	<b>0</b>	<b>Total</b>	<b>8</b>
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	2
Provost/Chancellor	0	Provost/Chancellor	17
Dean(s)	2	Dean(s)	28
Directors of programs	5	Directors of programs	263
<b>Total</b>	<b>7</b>	<b>Total</b>	<b>311</b>
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	78	Full-time tenured faculty	395
Full-time non-tenured faculty	68	Full-time non-tenured faculty	584
Part-time faculty	7	Part-time faculty	122
Adjunct faculty	0	Adjunct faculty	7
<b>Total</b>	<b>153</b>	<b>Total</b>	<b>1108</b>
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	34	All administrative support staff	1360
Office and clerical	4	Office and clerical	850
Para-professionals	5	Para-professionals	523
<b>Total</b>	<b>43</b>	<b>Total</b>	<b>2733</b>
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	178
Service – maintenance	2	Service – maintenance	361
<b>Total</b>	<b>2</b>	<b>Total</b>	<b>539</b>
<b>Grand Total</b>	<b>205</b>	<b>Grand Total</b>	<b>4691</b>

For 2015, <b>total</b> number of Asian American students	419	For 2015, <b>total</b> number of non-Asian American students	20267
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<b>Total</b> number of Asian American students that graduated in 2015	101	<b>Total</b> number of non-Asian American students that graduated in 2015	4681
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	3
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	22
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	76
Total Asian American faculty that experienced separation from the university	14

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

**4. 2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?**

1) The Affirmative Action Plan for Southern Illinois University calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The job groups "EE Technical and Paraprofessional", "FF Skilled Crafts" and "GG Service/Maintenance" were found to be underutilized for Asian-American employees. SIUC has 3 Asian-American Technical and Paraprofessional employees. Our availability was found to be 2.1512% with an expect number of incumbents to be 4.6 Asian-American employees. The difference of the number expected to the number found would 1.6 employees. SIUC has 0 Asian-American Skilled Crafts employees. Our availability was found to be 1.4446% with an expect number of incumbents to be 2.4 Asian-American employees. The difference of the number expected to the number found would 2.4 employees. SIUC also has 3 Asian-American Service/Maintenance employees. Our availability was found to be 1.2472% giving an expected number of incumbent to equal 4.9 employees. The difference between the expected to the number found is 1.9 Asian-American Service/Maintenance employees.

2) FF Skilled Crafts is the EEOC occupation category with the greatest underutilization for Asian Americans.

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	69	Adjunct faculty	1
Part-time tenured faculty	0	Deans	2
Full-time non-tenured faculty	29	Directors	5
<b>Total</b>		<b>106</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input checked="" type="radio"/> More than 50%		<input type="radio"/> Less than 50%
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>In the past, SIU Carbondale has conducted internal climate studies.</p> <p>The responsibility for monitoring departure of employees from the University has been shifted to Human Resources.</p> <p>The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.</p>			

## Asian American Employment Plan for Higher Education

Southern Illinois University Edwardsville

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:**     Yes     No

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents (Asian Americans on Board)</b>		<b>Board of Directors/Regents (Non-Asian Americans on Board)</b>	
Total		Total	
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	3
Provost/Chancellor	0	Provost/Chancellor	12
Dean(s)	1	Dean(s)	26
Directors of programs	1	Directors of programs	54
Total	3	Total	96
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	35	Full-time tenured faculty	279
Full-time non-tenured faculty	26	Full-time non-tenured faculty	283
Part-time faculty	14	Part-time faculty	270
Adjunct faculty		Adjunct faculty	
Total	75	Total	832
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	12	All administrative support staff	523
Office and clerical	4	Office and clerical	373
Para-professionals	5	Para-professionals	268
Total	21	Total	1164
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	68
Service – maintenance	2	Service – maintenance	247
Total	2	Total	315
<b>Grand Total</b>	<b>101</b>	<b>Grand Total</b>	<b>2407</b>



For 2015, <b>total</b> number of Asian American students	267	For 2015, <b>total</b> number of non-Asian American students	13,705
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<b>Total</b> number of Asian American students that graduated in 2015	55	<b>Total</b> number of non-Asian American students that graduated in 2015	2,841
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	0
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	17
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	48
Total Asian American faculty that experienced separation from the university	3

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

**4. 2) In what EEOC occupational categories does the university have the greatest underutilization for Asian 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 Asian American employees is 49.

2) SIUE does not used EEOC Categories when calculating underutilization (or the categories above). The largest underutilization by Job Group are "Other Professional" and "Service Maintenance." There are nine (9) Hispanic employees in the "Other Professional" out of 210 total employees in the job group. There is a shortfall of 11 employees. For "Service Maintenance," there are three (3) Hispanic employees out of 244 with a shortfall of 11 individuals.

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty		Adjunct faculty	
Part-time tenured faculty		Deans	
Full-time non-tenured faculty		Directors	
<b>Total</b>		1	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. 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.</p> <p>EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.</p>			

## Asian American Employment Plan for Higher Education

University of Illinois at Chicago

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:  Yes  No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
Total	0	Total	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	4
Provost/Chancellor	1	Provost/Chancellor	28
Dean(s)	7	Dean(s)	83
Directors of programs	64	Directors of programs	684
Total	72	Total	799
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	146	Full-time tenured faculty	687
Full-time non-tenured faculty	358	Full-time non-tenured faculty	934
Part-time faculty	226	Part-time faculty	775
Adjunct faculty	23	Adjunct faculty	234
Total	753	Total	2630
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	1081	All administrative support staff	3871
Office and clerical	20	Office and clerical	613
Para-professionals	98	Para-professionals	1616
Total	1199	Total	6100
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	2	Any and all skilled craft workers	147
Service – maintenance	10	Service – maintenance	655
Total	12	Total	802
<b>Grand Total</b>	<b>2036</b>	<b>Grand Total</b>	<b>10,331</b>



**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input checked="" type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	255	Adjunct faculty	N/A
Part-time tenured faculty	N/A	Deans	0
Full-time non-tenured faculty	479	Directors	58
<b>Total</b>		<b>792</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.</p>			

## Asian American Employment Plan for Higher Education

University of Illinois at Urbana-Champaign

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
Total	0	Total	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	0
Provost/Chancellor	3	Provost/Chancellor	32
Dean(s)	3	Dean(s)	104
Directors of programs	57	Directors of programs	950
Total	63	Total	1086
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	206	Full-time tenured faculty	1130
Full-time non-tenured faculty	335	Full-time non-tenured faculty	1022
Part-time faculty	150	Part-time faculty	419
Adjunct faculty	12	Adjunct faculty	169
Total	703	Total	2740
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	297	All administrative support staff	3333
Office and clerical	18	Office and clerical	1167
Para-professionals	17	Para-professionals	710
Total	332	Total	5210
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	3	Any and all skilled craft workers	567
Service – maintenance	37	Service – maintenance	1112
Total	40	Total	1679
<b>Grand Total</b>	<b>1138</b>	<b>Grand Total</b>	<b>10,715</b>

For 2015, <b>total</b> number of Asian American students	6,527	For 2015, <b>total</b> number of non-Asian American students	39,315
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<b>Total</b> number of Asian American students that graduated in 2015	1,439	<b>Total</b> number of non-Asian American students that graduated in 2015	11,017
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	15
Total Asian American faculty that did not receive tenure	3
Total non-Asian American faculty that received tenure	72
Total non-Asian American faculty that did not receive tenure	3

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	81
Total Asian American faculty that experienced separation from the university	9

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

1) 127\* 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 127 additional Asian employees (without changing the total number of employees), the total shortfall would be zero.  
 \*Due to a change in job groups/census codes, this number was reduced.

2) UIUC does not utilize EEOC categories.  
 Faculty: 1. University Library Associate Professors - Asian Americans=1 Total Employees=42; 2. Educational Psychology Professor - Asian Americans=1 Total Employees=11; 3. Mathematics Professor - Asian Americans=1 Total Employees=43; 4. American Indian Studies Assoc Professor - Asian Americans=1 Total Employees=3; 5. Educational Policy, Organization & Leadership Professor - Asian Americans=32 Total Employees=13  
 Academic Professionals: 1. Communications/PR/Advance Level 3 - Asian Americans=32 Total Employees=182; 2. IT Systems Level 3 - Asian Americans=11 Total Employees=570; 3. Educational Level 3 - Asian Americans=10 Total Employees=272; 4. Research Support Level 3 - Asian Americans=9 Total Employees=342; 5. Research Disciplines Level 3 - Asian Americans=8 Total Employees=537  
 Civil Service: 1. Food Service Workers Level 1 - Asian Americans=10 Total Employees=189; 2. Other Technicians/Paraprofessionals Level 2 - Asian Americans=5 Total Employees=174; 3. Other Technicians/Paraprofessionals Level 1 - Asian Americans=2 Total Employees=134; 4. Construction Crafts Level 1 - Asian Americans=2 Total Employees=110; 5. Engineers Level 3 - Asian Americans=1 Total Employees=13

**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input checked="" type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	312	Adjunct faculty	5
Part-time tenured faculty	7	Deans	2
Full-time non-tenured faculty	69	Directors	0
<b>Total</b>		<b>395</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Target of Opportunity Program (TOP) - UIUC 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. 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 - Illinois makes a variety of good faith efforts for each and every search for academic and professional staff, appoints EEO officers to every college on the Illinois campus charged with reviewing and overseeing the search process for each college, and we nominate Diversity Advocates to serve on all search committees to further advocate for diversity in the search process and help committees avoid unintentional bias in the search process.</p>			



## Asian American Employment Plan for Higher Education

University of Illinois at Springfield

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:**     Yes     No

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
Total	0	Total	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	1
Provost/Chancellor	1	Provost/Chancellor	12
Dean(s)	1	Dean(s)	5
Directors of programs	1	Directors of programs	68
Total	3	Total	86
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	16	Full-time tenured faculty	90
Full-time non-tenured faculty	11	Full-time non-tenured faculty	80
Part-time faculty	4	Part-time faculty	26
Adjunct faculty	7	Adjunct faculty	130
Total	38	Total	326
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	10	All administrative support staff	216
Office and clerical	2	Office and clerical	74
Para-professionals	1	Para-professionals	54
Total	13	Total	344
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	21
Service – maintenance	1	Service – maintenance	64
Total	1	Total	85
<b>Grand Total</b>	<b>55</b>	<b>Grand Total</b>	<b>841</b>



**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input checked="" type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	0	Directors	0
<b>Total</b>		0	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Yes, the institution regularly reviews efforts to outreach to, recruit and retain Asian employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.</p>			

## Asian American Employment Plan for Higher Education

University of Illinois Administration

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:**     Yes     No

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
<b>Total</b>	<b>0</b>	<b>Total</b>	<b>12</b>
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	2	Vice Presidents	34
Provost/Chancellor	0	Provost/Chancellor	0
Dean(s)	0	Dean(s)	0
Directors of programs	13	Directors of programs	239
<b>Total</b>	<b>15</b>	<b>Total</b>	<b>274</b>
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
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
<b>Total</b>	<b>1</b>	<b>Total</b>	<b>3</b>
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	50	All administrative support staff	668
Office and clerical	4	Office and clerical	152
Para-professionals	0	Para-professionals	29
<b>Total</b>	<b>54</b>	<b>Total</b>	<b>849</b>
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	0
Service – maintenance	0	Service – maintenance	1
<b>Total</b>	<b>0</b>	<b>Total</b>	<b>1</b>
<b>Grand Total</b>	<b>70</b>	<b>Grand Total</b>	<b>1127</b>



**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>8. Is the Center Director/Coordinator Asian American?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>	<input type="radio"/>	<input checked="" type="radio"/>	
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
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
<b>Total</b>		N/A	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>University Administration (UA) evaluates the selection process to ensure freedom from bias by reviewing job applications and other pre-employment forms to ensure information is job related; evaluating selection methods; training management and search committee members on proper interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.</p>			

## Asian American Employment Plan for Higher Education

Western Illinois University

### Section A

**1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:  Yes  No**

**2. As of June 30, 2015, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	10
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	14
Directors of programs	0	Directors of programs	63
<b>Total</b>	0	<b>Total</b>	89
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	53	Full-time tenured faculty	433
Full-time non-tenured faculty	5	Full-time non-tenured faculty	106
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	1	Adjunct faculty	90
<b>Total</b>	59	<b>Total</b>	629
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	6	All administrative support staff	610
Office and clerical	0	Office and clerical	233
Para-professionals	0	Para-professionals	83
<b>Total</b>	6	<b>Total</b>	926
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	76
Service – maintenance	0	Service – maintenance	186
<b>Total</b>	0	<b>Total</b>	262
<b>Grand Total</b>	<b>65</b>	<b>Grand Total</b>	<b>1906</b>

For 2015, <b>total</b> number of Asian American students	105	For 2015, <b>total</b> number of non-Asian American students	10989
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<b>Total</b> number of Asian American students that graduated in 2015	30	<b>Total</b> number of non-Asian American students that graduated in 2015	2760
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	6
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	18
Total non-Asian American faculty that did not receive tenure	1

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	7
Total Asian American faculty that experienced separation from the university	0

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

1) 84

2) Non-tenured faculty 22 (9%)

Note: The radial buttons in Question 11 will only let me select an option for one of the two inquiries. The answers should be as follows: No, we do not have employee ladder enhancement. Yes, we do offer self-development training.



**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 Asian American Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	0	Directors	0
<b>Total</b>		<b>0</b>	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input checked="" type="radio"/> More than 50%		<input type="radio"/> Less than 50%
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of Asian 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. It will be deployed this spring. 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.</p> <p>The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.</p>			

