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BOARD OF HIGHER EDUCATION

*Promoting An Educated Illinois*

**Illinois Hispanic Employment Plan  
for Public Universities**

**Fiscal Year 2015**

**February 2016**

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# ILLINOIS HISPANIC EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

## Introduction

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

## Hispanics in Illinois Public Universities

The IBHE, in consultation with the Hispanic Employment Plan for Higher Education Committee, conducted a survey of the Illinois public universities to obtain the number of Hispanics employed as of June 30, 2015. The total number of Hispanic employees at public universities in 2015 was 2,935. This is an increase of 123 employees (or 4.37 percent) from the total number reported as of June 30, 2014, 2,812 employees. The numbers of Hispanic employees in 2013, 2014, and 2015 are shown by campus in the table below.

<b>2013 to 2015 Hispanic Employees at Public Universities</b>			
(full-time and part-time)			
	2013	2014	2015
Chicago State University	32	40	63
Eastern Illinois University	22	24	22
Governors State University	30	43	39
Illinois State University	98	91	88
Northeastern Illinois University	164	242	255
Northern Illinois University	112	115	150
Southern Illinois University Carbondale	81	84	87
Southern Illinois University Edwardsville	51	44	54
University of Illinois at Chicago	1,544	1,617	1,664
University of Illinois at Urbana-Champaign	341	395	406
University of Illinois at Springfield	19	26	22
University of Illinois System Administration	66	63	60
Western Illinois University	30	27	24
Board of Higher Education	1	1	1
<b>Totals</b>	<b>2,591</b>	<b>2,812</b>	<b>2,935</b>
Change in 1 Year (number)		221	
Change in 1 Year (percent)		8.53%	
Change in 2 Years (number)			123
Change in 2 Years (percent)			4.37%

In 2015, approximately 61.05 percent of the Hispanic employees at public universities are categorized as administrative support staff. The second largest category is faculty with 21.01 percent of the total. Service and maintenance, administrators, and skilled craft workers make up the remainder of the 2,932 Hispanic employees. Comparisons with prior year data are not provided since the employee categories were revised for the 2015 survey. The breakdowns of the 2015 numbers by employee categories are provided in the table below.

<b>Hispanic 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	4	18	34	1	6	63
Eastern Illinois University	0	14	5	0	3	22
Governors State University	3	24	11	1	0	39
Illinois State University	3	26	20	4	35	88
Northeastern Illinois University	23	62	147	3	17	255
Northern Illinois University	12	33	80	8	17	150
Southern Illinois University Carbondale	5	43	29	1	9	87
Southern Illinois University Edwardsville	2	25	23	1	3	54
University of Illinois at Chicago	79	188	1,223	13	161	1,664
University of Illinois at Urbana- Champaign	35	163	144	9	55	406
University of Illinois at Springfield	2	9	10	1	0	22
University of Illinois System Administration	4	0	56	0	0	60
Western Illinois University	4	11	8	0	1	24
Board of Higher Education	1	0	0	0	0	1
<b>Subtotals</b>	<b>177</b>	<b>616</b>	<b>1,790</b>	<b>42</b>	<b>307</b>	<b>2,935</b>
<b>Percentage of Total</b>	<b>6.03%</b>	<b>20.99%</b>	<b>60.99%</b>	<b>1.43%</b>	<b>10.46%</b>	<b>100.00%</b>

The IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain Hispanic employees. Each institution provided information about current and future internal studies, surveys, and committees regarding Hispanic employment. The activities vary by institution due to the individual missions of the institutions and the populations of students served. For example, Northeastern Illinois University is a Hispanic Serving Institution (HSI), i.e., 25 percent or more of the students are Hispanic. This is a U.S. Dept of Education designation that gives the institution an opportunity to apply for Title V grants to serve Hispanic students. The narratives are shown in Appendix A.

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

## **Summary**

The Illinois public universities and IBHE employed 2,935 Hispanics as of June 30, 2015. This is an increase of 123 additional Hispanic employees (or an increase of 4.37 percent) from the prior year. The majority of Hispanic employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of Hispanic employees is provided in the appendices.

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

Karen Hunter Anderson, Executive Director, Illinois Community College Board

Hugo Teruel, Director, Latin American Recruitment and Educational Services program (LARES), UIC

Jose Lopez, Illinois Association of Hispanic State Employees, HEPHE Liaison

Giraldo Rosales, Dean of Students, UIUC

Richard J. Tapia, Associate Director Diversity and Outreach, Illinois Board of Higher Education, chair

## **Appendix A**

Illinois Hispanic Employment Plan  
Narrative Responses by Public Universities

**Survey Question:**

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

**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 Hispanic employees.

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

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

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

\*\* All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 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 Hispanic employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.

**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 ace/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 Hispanic 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 veteran's status in specific units on campus.

CORE - Charged/reviewing and providing guidance in diversity efforts; including faculty and staff.

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

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

**University of Illinois Springfield**

Yes, the institution regularly reviews efforts to outreach to, recruit and retain Hispanic 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.

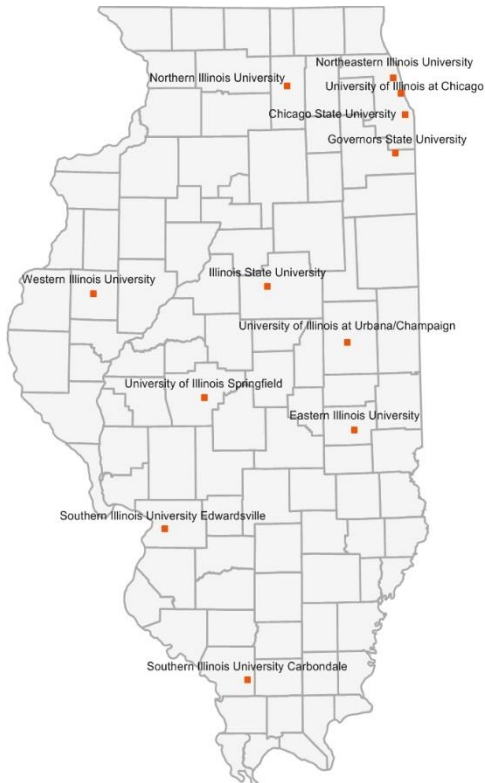
**Western Illinois University**

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



Survey Responses, by Campus or Unit	
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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

## Hispanic Employment Plan for Higher Education

Chicago State University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	0	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	8
Total	0	Total	8
<b>Hispanic Administrators:</b>		<b>Non-Hispanic 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	3	Directors of programs	51
Total	4	Total	67
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	11	Full-time tenured faculty	123
Full-time non-tenured faculty	7	Full-time non-tenured faculty	144
Part-time faculty		Part-time faculty	
Adjunct faculty	0	Adjunct faculty	0
Total	18	Total	267
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	18	All administrative support staff	174
Office and clerical	4	Office and clerical	80
Para-professionals	12	Para-professionals	135
Total	34	Total	389
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	30
Service – maintenance	6	Service – maintenance	108
Total	7	Total	138
<b>Grand Total</b>	<b>63</b>	<b>Grand Total</b>	<b>861</b>

For 2015, <b>total</b> number of Hispanic students	355	For 2015, <b>total</b> number of non-Hispanic students	4856
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<b>Total</b> number of Hispanic students that graduated in 2015	65	<b>Total</b> number of non-Hispanic students that graduated in 2015	927
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	12
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	27
Total Hispanic faculty that experienced separation from the university	1

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
<p>1) The University utilizes its student population to gage the representation of employees within various positions and categories.</p> <p>Based on 2015 student enrollment and the workforce data as of June 30, 2015, there is an under-utilization of Hispanics by .43% which does not equate to a full-time employee. However, the University strives for diversity and will continue to seek adequate representation.</p> <p>Hispanic Student enrollment – 6.81% Hispanic Workforce - 6.38%</p> <p>2) The University is not currently experiencing any under-utilization for Hispanics. However, it is the University’s goal to continue to increase the diversity of the staff.</p>	

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</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 Hispanic 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 Hispanic 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>			

## Hispanic Employment Plan for Higher Education

Eastern Illinois University

### Section A

**1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:**       Yes     No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	0	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	7
Total	0	Total	7
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	3
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	15
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)	58
Total	0	Total	78
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	10	Full-time tenured faculty	283
Full-time non-tenured faculty	1	Full-time non-tenured faculty	95
Part-time faculty	3	Part-time faculty	195
Adjunct faculty	0	Adjunct faculty	0
Total	14	Total	573
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	4	All administrative support staff	190
Office and clerical	1	Office and clerical	426
Para-professionals	0	Para-professionals	5
Total	5	Total	621
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	133
Service – maintenance	3	Service – maintenance	238
Total	3	Total	371
<b>Grand Total</b>	<b>22</b>	<b>Grand Total</b>	<b>1650</b>

For 2015, <b>total</b> number of Hispanic students	471	For 2015, <b>total</b> number of non-Hispanic students	8049
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<b>Total</b> number of Hispanic students that graduated in 2015	206	<b>Total</b> number of non-Hispanic students that graduated in 2015	2250
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	21
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	32
Total Hispanic faculty that experienced separation from the university	2

<p><b>5. 1) What is the total number of underutilization for Hispanics?</b>  <b>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b></p>
<p>1) Availability data taken from the AY 14-15 AAP.</p> <p>All Faculty: 53.90% Female Availability; 15.92% Minority Availability  Annually Contracted Faculty: 58.57% Female Availability; 16.69% Minority Availability  Tenured/Tenure-Track and Chairs: 53.60% Female Availability; 15.15% Minority Availability  Tenure-Track Faculty: 46.71% Female Availability; 17.69% Minority Availability  Tenured Faculty, Chairs, Assist/Assoc Chairs: 39.67% Female Availability; 13.85% Minority Availability</p> <p>All A&amp;P: 58.84% Female Availability; 20.61% Minority Availability  Annually Contracted A&amp;P: 62.86% Female Availability; 21.37% Minority Availability  Continuing A&amp;P: 54.81% Female Availability; 19.85% Minority Availability</p> <p>All Civil Service: 45.10% Female Availability; 13.78% Minority Availability</p> <p>2) For Utilization data, please review the AY 14-15 AAP (<a href="http://castle.eiu.edu/civil/EEO_AA.php">http://castle.eiu.edu/civil/EEO_AA.php</a>). 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 Hispanic. 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 &amp; master's recipients. Based upon an annual review of the composition of employees and the determination of the availability of Hispanics in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of Hispanics and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.</p>



**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty	10	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	0
<b>Total</b>		<b>11</b>	
		Yes	No
<b>11. For Hispanic 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 Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Hispanic employees. Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity. During the review process, candidates, who are Hispanic, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are Hispanic, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts. The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including Hispanics. ** All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2015.</p>			

## Hispanic Employment Plan for Higher Education

Governors State University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	1	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	7
Total	1	Total	7
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	19
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	0	Dean(s)	5
Directors of programs	3	Directors of programs	40
Total	3	Total	65
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	3	Full-time tenured faculty	154
Full-time non-tenured faculty	1	Full-time non-tenured faculty	72
Part-time faculty	0	Part-time faculty	28
Adjunct faculty	20	Adjunct faculty	423
Total	24	Total	677
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (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>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	24
Service – maintenance	0	Service – maintenance	35
Total	1	Total	59
<b>Grand Total</b>	<b>39</b>	<b>Grand Total</b>	<b>1183</b>

For 2015, <b>total</b> number of Hispanic students	575	For 2015, <b>total</b> number of non-Hispanic students	5,363
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<b>Total</b> number of Hispanic students that graduated in 2015	115	<b>Total</b> number of non-Hispanic students that graduated in 2015	1,401
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	8
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	0
Total Hispanic faculty that experienced separation from the university	49

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

1) 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 25% of the population is Hispanic, 10% in Kankakee, and 17% in Will County where Governors State University is located. This is compared to the state rate of 17%. Hispanic employees, faculty, administrators, and regents at Governors State make up 3% of the total. In comparison, Hispanic students represent 10% of the total student body, which is an increase over the previous year. For Hispanic employees there is an underutilization ratio of 833% for Cook County, 333% for Kankakee County, and 567% for Will County and across the state.

2) All employment areas show a large underutilization of Hispanic employees as the number of Hispanic students has risen this year.

**Section B**

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

	Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>	<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>	<input type="radio"/>	<input checked="" type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty	3	Adjunct faculty	20
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	3
<b>Total</b>		<b>27</b>	

		Yes	No
<b>11. For Hispanic 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%
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**13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:**

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 & diversity awards)

## Hispanic Employment Plan for Higher Education

Illinois State University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	0	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	8
Total	0	Total	8
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	14
Provost/Chancellor	0	Provost/Chancellor	4
Dean(s)	0	Dean(s)	25
Directors of programs	3	Directors of programs	313
Total	3	Total	357
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	18	Full-time tenured faculty	667
Full-time non-tenured faculty	6	Full-time non-tenured faculty	188
Part-time faculty	2	Part-time faculty	324
Adjunct faculty		Adjunct faculty	
Total	26	Total	1179
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	16	All administrative support staff	901
Office and clerical	3	Office and clerical	409
Para-professionals	1	Para-professionals	68
Total	20	Total	1378
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	4	Any and all skilled craft workers	128
Service – maintenance	35	Service – maintenance	436
Total	39	Total	564
<b>Grand Total</b>	<b>88</b>	<b>Grand Total</b>	<b>3478</b>

For 2015, <b>total</b> number of Hispanic students	1825	For 2015, <b>total</b> number of non-Hispanic students	21103
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<b>Total</b> number of Hispanic students that graduated in 2015	268	<b>Total</b> number of non-Hispanic students that graduated in 2015	4759
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	1
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	33
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	263
Total Hispanic faculty that experienced separation from the university	5

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
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.	
2) Category 2D Professionals - Coaches and other Athletic Professionals	

**Section B**

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	18	Adjunct faculty	0
Part-time tenured faculty	2	Deans	0
Full-time non-tenured faculty	6	Directors	3
<b>Total</b>			

		Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input 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%
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**13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:**

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 Hispanic employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.

## Hispanic Employment Plan for Higher Education

Northeastern Illinois University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <span style="float: right;"><input checked="" type="radio"/> Yes <input type="radio"/> No</span>			
2. As of June 30, 2015, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	3	Board of Directors/Regents (Non-Hispanics on Board)	5
Total	3	Total	5
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	2
Provost/Chancellor	0	Provost/Chancellor	2
Dean(s)	7	Dean(s)	16
Directors of programs	15	Directors of programs	49
Total	23	Total	70
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	33	Full-time tenured faculty	232
Full-time non-tenured faculty	8	Full-time non-tenured faculty	101
Part-time faculty	14	Part-time faculty	135
Adjunct faculty	7	Adjunct faculty	95
Total	62	Total	563
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	147	All administrative support staff	498
Office and clerical		Office and clerical	
Para-professionals		Para-professionals	
Total	147	Total	498
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	3	Any and all skilled craft workers	27
Service – maintenance	17	Service – maintenance	64
Total	20	Total	91
<b>Grand Total</b>	<b>255</b>	<b>Grand Total</b>	<b>1227</b>



For 2015, total number of Hispanic students	3260	For 2015, total number of non-Hispanic students	7015
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Total number of Hispanic students that graduated in 2015	496	Total number of non-Hispanic students that graduated in 2015	1490
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	4
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	12
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	5
Total Hispanic faculty that experienced separation from the university	1

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
<p>1) For utilization data, please review the 2015 Affirmative Action Plan (<a href="http://www.neiu.edu/about/sites/neiu.edu/about/files/documents/2015/05/Affirmative%20Action%20Plan.pdf">http://www.neiu.edu/about/sites/neiu.edu/about/files/documents/2015/05/Affirmative%20Action%20Plan.pdf</a>). 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 categories "Other Professionals" and "Craft Workers" were found to be underutilized for Hispanic employees.</p> <p>2) EEO-1 Job Category 6/Craft Workers and EEO-1 Job Category 2.4/ Other Professionals are the only EEOC occupation categories with underutilization for Hispanic employees.</p>	

**Section B**

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

		Yes	No
6. Does your institution currently have an Hispanic Resource Center (HRC)?		<input checked="" type="radio"/>	<input type="radio"/>
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?		<input checked="" type="radio"/>	<input type="radio"/>
8. Is the Center Director/Coordinator Hispanic?		<input checked="" type="radio"/>	<input type="radio"/>
9. Does the Director/Coordinator speak fluent Spanish?		<input type="radio"/>	<input type="radio"/>
10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?		<input checked="" type="radio"/>	<input type="radio"/>
11. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students?		<input checked="" type="radio"/>	<input type="radio"/>
12. How much time are Spanish speaking recruiters utilized to address the needs of Spanish speaking students or their parents?		<input type="radio"/> Full-time	<input type="radio"/> 1/4 time
		<input checked="" type="radio"/> 1/2 time	<input type="radio"/> Never
13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	33	Adjunct faculty	7
Part-time tenured faculty	14	Deans	7
Full-time non-tenured faculty	8	Directors	15
<b>Total</b>		<b>84</b>	
		Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?		Employees ladder enhancement	<input type="radio"/>
		Self-development training	<input checked="" type="radio"/>
12. What percentage of university employees are union?		<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:			
<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>			

## Hispanic Employment Plan for Higher Education

Northern Illinois University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

Board of Directors/Regents (Hispanics on Board)	*	Board of Directors/Regents (Non-Hispanics on Board)	*
Total		Total	
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	1	Vice Presidents	25
Provost/Chancellor	0	Provost/Chancellor	10
Dean(s)	1	Dean(s)	24
Directors of programs	10	Directors of programs	263
Total	<b>12</b>	Total	<b>323</b>
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	14	Full-time tenured faculty	469
Full-time non-tenured faculty	9	Full-time non-tenured faculty	355
Part-time faculty	10	Part-time faculty	224
Adjunct faculty	NA	Adjunct faculty	NA
Total	<b>33</b>	Total	<b>1048</b>
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	46	All administrative support staff	1221
Office and clerical	11	Office and clerical	298
Para-professionals	23	Para-professionals	598
Total	<b>80</b>	Total	<b>2117</b>
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	8	Any and all skilled craft workers	88
Service – maintenance	17	Service – maintenance	412
Total	<b>25</b>	Total	<b>500</b>
<b>Grand Total</b>	<b>150</b>	<b>Grand Total</b>	<b>3988</b>

For 2015, <b>total</b> number of Hispanic students	2838	For 2015, <b>total</b> number of non-Hispanic students	20648
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<b>Total</b> number of Hispanic students that graduated in 2015	558	<b>Total</b> number of non-Hispanic students that graduated in 2015	4614
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	1
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	31
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	41
Total Hispanic faculty that experienced separation from the university	0

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

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, Faculty, Professional, and Service Maintenance have the greatest underutilization for Hispanics

**Section B**

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

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

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

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

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

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

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

## Hispanic Employment Plan for Higher Education

Southern Illinois University Carbondale

### Section A

<b>1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:</b> <span style="float: right;"><input type="radio"/> Yes <input type="radio"/> No</span>			
<b>2. As of June 30, 2015, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Hispanics on Board)	0	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	8
Total	0	Total	8
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	2
Provost/Chancellor	1	Provost/Chancellor	16
Dean(s)	1	Dean(s)	29
Directors of programs	3	Directors of programs	265
Total	5	Total	313
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	16	Full-time tenured faculty	457
Full-time non-tenured faculty	22	Full-time non-tenured faculty	630
Part-time faculty	4	Part-time faculty	125
Adjunct faculty	1	Adjunct faculty	6
Total	43	Total	1218
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	19	All administrative support staff	1375
Office and clerical	7	Office and clerical	847
Para-professionals	3	Para-professionals	525
Total	29	Total	2747
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	177
Service – maintenance	9	Service – maintenance	354
Total	10	Total	531
<b>Grand Total</b>	<b>87</b>	<b>Grand Total</b>	<b>4809</b>

For 2015, <b>total</b> number of Hispanic students	1376	For 2015, <b>total</b> number of non-Hispanic students	19310
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<b>Total</b> number of Hispanic students that graduated in 2015	279	<b>Total</b> number of non-Hispanic students that graduated in 2015	4503
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	3
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	22
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	88
Total Hispanic faculty that experienced separation from the university	2

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
<p>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 categories "AA Executives, Administrative, and Managerial" and "GG Service/Maintenance" were found to be underutilized for Hispanic.</p> <p>SIUC has 4 Hispanic Executive, Administrative, and Managerial employees which is 2.0619% of this population. Our availability was found to be 4.85584% with an expect number of incumbents to be 8.8 Hispanic employees. The difference of the number expected to the number found would 2.2 Hispanic employees in the AA Executive, Administrative, and Managerial EEO-6 category.</p> <p>SIUC also has 9 Hispanic Service/Maintenance employees which makes up 2.2959% of that population. The availability was found to be 3.5827% giving an expected incumbent to equal 14.0. The difference between the two is 5 Hispanic Service/Maintenance employees.</p> <p>2) GG Service/Maintenance is the EEOC occupation category with the greatest underutilization for Hispanics.</p>	

**Section B**

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	13	Adjunct faculty	1
Part-time tenured faculty	0	Deans	1
Full-time non-tenured faculty	18	Directors	3
<b>Total</b>		<b>36</b>	

		Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input 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 Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:**

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

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

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



## Hispanic Employment Plan for Higher Education

Southern Illinois University Edwardsville

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

Board of Directors/Regents (Hispanics on Board)		Board of Directors/Regents (Non-Hispanics on Board)	
Total		Total	
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	4
Provost/Chancellor	0	Provost/Chancellor	12
Dean(s)	1	Dean(s)	26
Directors of programs	1	Directors of programs	54
Total	2	Total	97
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	8	Full-time tenured faculty	306
Full-time non-tenured faculty	11	Full-time non-tenured faculty	298
Part-time faculty	6	Part-time faculty	278
Adjunct faculty		Adjunct faculty	
Total	25	Total	882
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	15	All administrative support staff	520
Office and clerical	3	Office and clerical	374
Para-professionals	5	Para-professionals	268
Total	23	Total	268
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	67
Service – maintenance	3	Service – maintenance	246
Total	4	Total	313
<b>Grand Total</b>	<b>54</b>	<b>Grand Total</b>	<b>2454</b>

For 2015, <b>total</b> number of Hispanic students	499	For 2015, <b>total</b> number of non-Hispanic students	13,473
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<b>Total</b> number of Hispanic students that graduated in 2015	73	<b>Total</b> number of non-Hispanic students that graduated in 2015	2,823
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	1
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	16
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	50
Total Hispanic faculty that experienced separation from the university	1

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
<p>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 Hispanics employees is 34.</p> <p>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.</p>	

**Section B**

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

	Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>	<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>	<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>	<input type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>	<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>	<input type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty		Adjunct faculty	
Part-time tenured faculty		Deans	
Full-time non-tenured faculty		Directors	1
<b>Total</b>			<b>1</b>

		Yes	No
<b>11. For Hispanic 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%
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**13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:**

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.

## Hispanic Employment Plan for Higher Education

University of Illinois at Chicago

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	2	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	10
Total	2	Total	10
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	4
Provost/Chancellor	0	Provost/Chancellor	29
Dean(s)	3	Dean(s)	87
Directors of programs	76	Directors of programs	672
Total	79	Total	792
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	58	Full-time tenured faculty	775
Full-time non-tenured faculty	84	Full-time non-tenured faculty	1208
Part-time faculty	34	Part-time faculty	967
Adjunct faculty	12	Adjunct faculty	245
Total	188	Total	3195
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	641	All administrative support staff	4311
Office and clerical	124	Office and clerical	509
Para-professionals	458	Para-professionals	1256
Total	1223	Total	6076
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	13	Any and all skilled craft workers	136
Service – maintenance	161	Service – maintenance	504
Total	174	Total	640
<b>Grand Total</b>	<b>1664</b>	<b>Grand Total</b>	<b>10,703</b>

For 2015, <b>total</b> number of Hispanic students	6,036	For 2015, <b>total</b> number of non-Hispanic students	23,012
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<b>Total</b> number of Hispanic students that graduated in 2015	1,046	<b>Total</b> number of non-Hispanic students that graduated in 2015	5,904
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	7
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	78
Total non-Hispanic faculty that did not receive tenure	4

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Hispanic faculty that experienced separation from the university	116
Total Hispanic faculty that experienced separation from the university	3

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>	
1) 1	
2) 6 -Skilled Crafts	

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty	90	Adjunct faculty	N/A
Part-time tenured faculty	N/A	Deans	0
Full-time non-tenured faculty	117	Directors	31
<b>Total</b>		<b>238</b>	
		Yes	No
<b>11. For Hispanic 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 Hispanic 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>			

## Hispanic Employment Plan for Higher Education

University of Illinois at Urbana-Champaign

### Section A

<b>1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:</b> <span style="float: right;"><input type="radio"/> Yes <input checked="" type="radio"/> No</span>			
<b>2. As of June 30, 2015, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Hispanics on Board)	2	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	10
Total	2	Total	10
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	0
Vice Presidents	0	Vice Presidents	0
Provost/Chancellor	1	Provost/Chancellor	34
Dean(s)	3	Dean(s)	104
Directors of programs	31	Directors of programs	976
Total	35	Total	1114
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	69	Full-time tenured faculty	1267
Full-time non-tenured faculty	64	Full-time non-tenured faculty	1293
Part-time faculty	25	Part-time faculty	544
Adjunct faculty	5	Adjunct faculty	176
Total	163	Total	3280
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	93	All administrative support staff	3537
Office and clerical	24	Office and clerical	1161
Para-professionals	27	Para-professionals	700
Total	144	Total	5398
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	9	Any and all skilled craft workers	561
Service – maintenance	55	Service – maintenance	1094
Total	64	Total	1655
<b>Grand Total</b>	<b>406</b>	<b>Grand Total</b>	<b>11,447</b>

For 2015, <b>total</b> number of Hispanic students	3,682	For 2015, <b>total</b> number of non-Hispanic students	42,160
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<b>Total</b> number of Hispanic students that graduated in 2015	703	<b>Total</b> number of non-Hispanic students that graduated in 2015	11,753
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	7
Total Hispanic faculty that did not receive tenure	1
Total non-Hispanic faculty that received tenure	80
Total non-Hispanic faculty that did not receive tenure	5

<b>4. As of June 30, 2015, provide the number of faculty that separated or left the university:</b>	
Total non-Hispanic faculty that experienced separation from the university	85
Total Hispanic faculty that experienced separation from the university	5

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

1) 183 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 183 additional Hispanic employees (without changing the total number of employees), the total shortfall would be zero.

2) UIUC does not utilize EEOC categories.  
Faculty: 1. Animal Sciences Professor - Hispanic Americans=6 Total Employees=23; 2. Psychology Professor - Hispanic Americans=3 Total Employees=24; 3. Mechanical Engineering Professor - Hispanic Americans=3 Total Employees=32; 4. Food Science & Human Nutrition Assoc Professor - Hispanic Americans=2 Total Employees=8; 5. Political Science Assoc Professor - Hispanic Americans=2 Total Employees=11  
Academic Professionals: 1. Communications/PR/Advancement Level 3 - Hispanic Americans=8 Total Employees=171; 2. Facilities/Public Safety Level 3 - Hispanic Americans=7 Total Employees=107; 3. IT Systems Level 3 - Hispanic Americans=7 Total Employees=537; 4. Research Disciplines Level 3 - Hispanic Americans=5 Total Employees=344; 5. Educational Level 1 - Hispanic Americans=4 Total Employees=84  
Civil Service: 1. Food Service Workers Level 1 - Hispanic Americans=13 Total Employees=192; 2. Engineering/Science Technician Level 2 - Hispanic Americans=8 Total Employees=30; 3. Other Service/Maintenance Level 1 - Hispanic Americans=3 Total Employees=52; 4. Other Technicians/Paraprofessional Level 1 - Hispanic Americans=3 Total Employees=128; 5. Cleaning Service Workers Level 1 - Hispanic Americans=2 Total Employees=575



**Section B**

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

	Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>	<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty	101	Adjunct faculty	3
Part-time tenured faculty	4	Deans	0
Full-time non-tenured faculty	26	Directors	0
<b>Total</b>		<b>134</b>	

		Yes	No
<b>11. For Hispanic 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%
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**13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:**

Target of Opportunity Program (TOP)-UIUC is committed to building & maintaining a faculty that is excellent in many dimensions. The Provost supports three programs in which partial or total central financial support for academic positions may be provided. The TOP is designed to support recruitment of outstanding faculty members who will enhance our institution's goals & build on our reputation. The goal of the program is to attract faculty members among groups that are underrepresented by race, ethnicity, gender, disability, & veterans status. 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.

## Hispanic Employment Plan for Higher Education

University of Illinois at Springfield

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	2	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	10
Total	2	Total	10
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	0
Vice Presidents Vice President - 0	0	Vice Presidents	1
Provost/Chancellor	0	Provost/Chancellor	13
Dean(s)	1	Dean(s)	5
Directors of programs	1	Directors of programs	68
Total	2	Total	87
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	3	Full-time tenured faculty	103
Full-time non-tenured faculty	3	Full-time non-tenured faculty	88
Part-time faculty	0	Part-time faculty	30
Adjunct faculty	3	Adjunct faculty	134
Total	9	Total	355
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	7	All administrative support staff	219
Office and clerical	1	Office and clerical	75
Para-professionals	2	Para-professionals	53
Total	10	Total	347
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	20
Service – maintenance	0	Service – maintenance	65
Total	1	Total	85
<b>Grand Total</b>	<b>22</b>	<b>Grand Total</b>	<b>874</b>

For 2015, <b>total</b> number of Hispanic students	269	For 2015, <b>total</b> number of non-Hispanic students	5,133
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<b>Total</b> number of Hispanic students that graduated in 2015	51	<b>Total</b> number of non-Hispanic students that graduated in 2015	1,458
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	3
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	1
Total Hispanic faculty that experienced separation from the university	0

<p><b>5. 1) What is the total number of underutilization for Hispanics?</b>  <b>2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b></p>
<p>1) That data is currently being developed.</p> <p>2) To be determined.</p>

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</b>			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	0
<b>Total</b>		1	
		Yes	No
<b>11. For Hispanic 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 Hispanic 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 Hispanic 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>			

## Hispanic Employment Plan for Higher Education

University of Illinois Administration

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	2	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	10
Total	2	Total	10
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	36
Provost/Chancellor	0	Provost/Chancellor	0
Dean(s)	0	Dean(s)	0
Directors of programs	4	Directors of programs	248
Total	4	Total	285
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	0	Full-time tenured faculty	0
Full-time non-tenured faculty	0	Full-time non-tenured faculty	2
Part-time faculty	0	Part-time faculty	1
Adjunct faculty	0	Adjunct faculty	1
Total	0	Total	4
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	42	All administrative support staff	676
Office and clerical	10	Office and clerical	146
Para-professionals	4	Para-professionals	25
Total	56	Total	847
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	0
Service – maintenance	0	Service – maintenance	1
Total	0	Total	1
<b>Grand Total</b>	<b>60</b>	<b>Grand Total</b>	<b>1137</b>

For 2015, <b>total</b> number of Hispanic students	N/A	For 2015, <b>total</b> number of non-Hispanic students	N/A
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<b>Total</b> number of Hispanic students that graduated in 2015	N/A	<b>Total</b> number of non-Hispanic students that graduated in 2015	N/A
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	n/a
Total Hispanic faculty that did not receive tenure	n/a
Total non-Hispanic faculty that received tenure	n/a
Total non-Hispanic faculty that did not receive tenure	n/a

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

<b>5. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the university have the greatest underutilization for Hispanics?</b>
<p>1) The current Affirmative Action Plan does not indicate an underutilization for Hispanics.</p> <p>2) The University of Illinois Administration does not use EEOC occupational categories. In any case, the current AAP does not indicate an underutilization for Hispanics.</p>

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</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 Hispanic 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 Hispanic 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>			

## Hispanic Employment Plan for Higher Education

Western Illinois University

### Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants:  Yes  No

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

<b>Board of Directors/Regents</b> (Hispanics on Board)	1	<b>Board of Directors/Regents</b> (Non-Hispanics on Board)	7
Total	1	Total	7
<b>Hispanic Administrators:</b>		<b>Non-Hispanic Administrators:</b>	
University President	0	University President	1
Vice Presidents	0	Vice Presidents	10
Provost/Chancellor	0	Provost/Chancellor	1
Dean(s)	1	Dean(s)	13
Directors of programs	3	Directors of programs	60
Total	4	Total	85
<b>Hispanic Faculty:</b>		<b>Non-Hispanic Faculty:</b>	
Full-time tenured faculty	10	Full-time tenured faculty	476
Full-time non-tenured faculty	1	Full-time non-tenured faculty	110
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	0	Adjunct faculty	91
Total	11	Total	677
<b>Hispanic (administrative) Support Staff:</b>		<b>Non-Hispanic (administrative) Support Staff:</b>	
All administrative support staff	5	All administrative support staff	611
Office and clerical	2	Office and clerical	231
Para-professionals	1	Para-professionals	82
Total	8	Total	924
<b>Hispanic Union and non-Union:</b>		<b>Non-Hispanic Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	76
Service – maintenance	1	Service – maintenance	185
Total	1	Total	261
<b>Grand Total</b>	<b>24</b>	<b>Grand Total</b>	<b>1947</b>



For 2015, <b>total</b> number of Hispanic students	1049	For 2015, <b>total</b> number of non-Hispanic students	10045
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<b>Total</b> number of Hispanic students that graduated in 2015	157	<b>Total</b> number of non-Hispanic students that graduated in 2015	2633
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<b>3. As of June 30, 2015, provide the number of faculty up for tenure at your institution:</b>	
Total Hispanic faculty that received tenure	2
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	22
Total non-Hispanic 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-Hispanic faculty that experienced separation from the university	7
Total Hispanic faculty that experienced separation from the university	0

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

1) 190

2) 56.2 Service Maintenance (29%)

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 Hispanic Employment Plan*

		Yes	No
<b>6. Does your institution currently have an Hispanic Resource Center (HRC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Hispanic?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Does the Director/Coordinator speak fluent Spanish?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Spanish speaking 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 Spanish speaking recruiters utilized to address the needs of Spanish speaking 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 Hispanics?</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 Hispanic 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 Hispanic 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 Hispanic 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>			

## Hispanic Employment Plan for Higher Education

### Section A.

Illinois Board of Higher Education

<b>1. As of June 30, 2015, provide the total number of Hispanics employed or appointed within each of the following university positions and categories. Only employed numbers are counted:</b>			
<b>Board of Directors</b> (Hispanics on Board)	5	<b>Board of Directors</b> (Non-Hispanics on Board)	10
Total	5	Total	10
<b>Hispanic Administrators:</b>	0	<b>Non-Hispanic Administrators:</b>	
Executive Director	0	Executive Director	1
Deputy Director	0	Deputy Director	4
Total	0	Total	5
<b>Hispanic:</b>		<b>Non-Hispanic:</b>	
Senior Associate Directors	0	Senior Associate Directors	1
Associate Directors	1	Associate Directors	9
Assistant Directors	0	Assistant Directors	14
Total	1	Total	24
<b>Hispanic (administrative) Support staff:</b>		<b>Non- Hispanic (administrative) Support staff:</b>	
All administrative support staff	0	All administrative support staff	8
Office and Clerical	0	Office and Clerical	0
Para-professionals	0	Para-professionals	0
Total	0	Total	8
<b>Grand total</b>	<b>1</b>	<b>Grand total</b>	<b>37</b>

<b>2. As of June 30, 2014, provide the number of Hispanic and non-Hispanic staff that left the agency:</b>	
Total non-Hispanic staff that experienced separation from the agency	4
Total Hispanic staff that experienced separation from the agency	0

<b>3. 1) What is the total number of underutilization for Hispanics? 2) In what EEOC occupational categories does the agency have the greatest underutilization for Hispanics?</b>	
1) 0	
2) None	