

STATE OF ILLINOIS BOARD OF HIGHER EDUCATION Promoting An Educated Illinois

Illinois Asian-American Employment Plan for Public Universities Fiscal Year 2016

May 2017

ILLINOIS BOARD OF HIGHER EDUCATION

Members:

Tom Cross, Chair, Oswego
Jay Bergman, Joliet
Max Coffey, Charleston
Sherry Eagle, Chicago
Teresa Garate, Chicago
Jane Hays, Champaign
Kevin Huber, Libertyville
Alice Marie Jacobs, Bismarck
Cherilyn Murer, Homer Glen
Santos Rivera, Chicago
Darlene Ruscitti, Wheaton
Jack Thomas, Macomb
Christine Wiseman, Palos Heights

Justin Provo, Chicago Stephanie Torres, Naperville

Illinois Board of Higher Education 1 North Old State Capitol Plaza, Suite 333 Springfield, Illinois 62701 217/782-2551 TTY 888/261-2881 FAX 217/782-8548 www.ibhe.org

> Printed by the Authority of The State of Illinois

ILLINOIS ASIAN-AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

Introduction

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

Asian Americans in Illinois Public Universities

The IBHE conducted a survey of the Illinois public universities to obtain the number of Asian Americans employed as of June 30, 2016. The total number of Asian-American employees at public universities and IBHE in 2016 was 4,352. This is an increase of 57 employees from the previous year. The numbers for each campus are shown in the table below.

2013 to 2015 Asian-American Employees at Public Universities							
(full-time and part-time)							
	2014	2015	2016				
Chicago State University	36	44	48				
Eastern Illinois University	54	55	43				
Governors State University	54	47	47				
Illinois State University	104	111	118				
Northeastern Illinois University	117	127	129				
Northern Illinois University	201	241	218				
Southern Illinois University Carbondale	198	205	203				
Southern Illinois University Edwardsville	75	101	96				
University of Illinois at Chicago	2,005	2,036	2,114				
University of Illinois at Urbana-Champaign	1,105	1,138	1,151				
University of Illinois at Springfield	49	55	55				
University of Illinois System Administration	73	70	63				
Western Illinois University	64	65	67				
Board of Higher Education	0	0	0				
Totals	4,135	4,295	4,352				
Change in 1 Year (number)		160	57				
Change in 1 Year (percent)		3.73%	1.31%				
Change in 2 Years (number)			217				
Change in 2 Years (percent)			4.99%				

University Board members not counted as faulty/staff

In 2016, approximately 43 percent of the Asian-American employees at public universities were categorized as administrative support staff, faculty members made up 50.74 percent of the total, and administrators, service and maintenance, and skilled craft workers make up 6.34

percent of the remaining Asian-American employees. The breakdowns of the 2016 numbers by employee categories are provided in the table below.

Asian-American Employees in Public Universities by Employee Category								
	Administrators	Faculty (includes adjunct)	Administrative Support Staff	Skilled Craft Workers	Service – Maintenance	Totals		
Chicago State University	1	36	11	0	0	48		
Eastern Illinois University	0	37	4	0	2	43		
Governors State University	3	35	9	0	0	47		
Illinois State University	10	75	24	1	8	118		
Northeastern Illinois University	3	60	64	1	1	129		
Northern Illinois University	12	130	63	0	13	218		
Southern Illinois University Carbondale	10	150	40	0	3	203		
Southern Illinois University Edwardsville	2	74	18	0	2	96		
University of Illinois at Chicago	76	792	1,234	2	10	2,114		
University of Illinois at Urbana- Champaign	63	722	329	3	34	1,151		
University of Illinois at Springfield	3	38	13	0	1	55		
University of Illinois System Administration	12	0	51	0	0	63		
Western Illinois University	0	59	8	0	0	67		
Board of Higher Education	0	0	0	0	0	0		
Subtotals	195	2,208	1,868	7	74	4,352		
Percentage of Total	4.48%	50.74%	42.92%	0.16%	1.70%	100.00%		

University Board members not counted as faulty/staff

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

Summary

The Illinois public universities and IBHE employed 4,352 Asian Americans as of June 30, 2016. The majority of Asian-American employees are employed as administrative support staff and faculty members. Additional information on campus activities regarding the recruitment, promotion, and retention of Asian-American employees is provided in the appendices.

Appendix A

Illinois Asian-American Employment Plan Narrative Responses by Public Universities

Survey Question:

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

Chicago State University

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

Eastern Illinois University

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

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

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

Governors State University

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

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

Illinois State University

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

Northeastern	The NEIU Office of Institutional Research and Assessment (IRA) generates data regarding all
Illinois	employees with respect to their race and ethnicity. The Affirmative Action Officer uses this
University	information to monitor progress, and strategize with University Hiring Agents toward diversity
	representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential
	form identifying race/ethnicity, gender and disability.
Northern	The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action
Illinois	and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive
University	Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research
Cimecially	conduct internal and university wide surveys that monitor the recruitment, employment and
	departure of employees from the institution of Asian-American employees.
Southern	In the past, SIU Carbondale has conducted internal climate studies. The responsibility for
Illinois	monitoring departure of employees from the University has been shifted to Human Resources.
University	The Associate Chancellor for Institutional Diversity continues to monitor minorities in the
Carbondale	Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.
Southern	Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX
Illinois	Coordination ("EOA") works closely with Human Resources to increase the representation of
University	women and minorities in groups in which they are underrepresented. EOA conducts training for
Edwardsville	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 on
	the positions applied for and EOA monitors hiring and termination process.
University of	The Office for Access and Equity reviews compliance of all academic search and waiver of search
Illinois at	requests. In addition, the Academic Search Coordinator for each College serves as a liaison
Chicago	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.
Habranette - f	Toward of Oppositive Decourse. The University of Ultrational University of Ultration Change in the Control of
University of	Target of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to
Illinois at	building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost
Urbana/	supports three programs in which partial or total central financial support for academic positions
Champaign	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 with 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
ı	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 The University regularly reviews efforts to outreach to, recruit and retain Asian-American Illinois employees, employing a full time administrator to monitor employment and departure of **Springfield** employees, along with dedicated confidential exit interviews conducted by Human Resources professionals. University Administration (UA) evaluates the selection process to ensure freedom from bias by University of Illinois System reviewing job applications and other pre-employment forms to ensure information is job related; Administration evaluating selection methods; training management and search committee members on interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees. Western The University prepares an annual Affirmative Action plan which shows underutilization and Illinois establishes goals for underutilized employee groups. The University does not have a survey for University monitoring recruitment of Asian American employees. The Campus Climate and Programs subcommittee of the University Diversity Committee (UDC) has finalized a survey to assess campus climate which includes questions about the campus climate by demographic. The Workforce Diversity sub-committee of the UDC is working on an exit survey and procedure to collect information for faculty and administrative and professional positions. The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.

Appendix B

Illinois Asian-American Employment Plan Surveys Reported by Public Universities and Illinois Board of Higher Education As of June 30, 2016



Survey Responses, by Campus or Unit				
	Page #			
Chicago State University	9			
Eastern Illinois University	12			
Governors State University	15			
Illinois State University	18			
Northeastern Illinois University	21			
Northern Illinois University	24			
Southern Illinois University Carbondale	27			
Southern Illinois University Edwardsville	30			
University of Illinois at Chicago	33			
University of Illinois at Springfield	36			
University of Illinois at Urbana/Champaign	39			
University of Illinois System Admin Unit	42			
Western Illinois University	45			
Board of Higher Education	48			

nicago State University

Section A

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

2. As of June 30, 2016, provide the total number the following university position and categori		sian Americans employed or appointed within eac nly employed numbers are counted:	h of	
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	8	
Total	0	Total		
Asian American Administrators:		Non-Asian American Administrators:		
University President	0	University President	1	
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	8	
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	3	
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	18	
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)	50	
Total	1	Total	80	
Asian American Faculty:		Non-Asian American Faculty:		
Full-time tenured faculty	14	Full-time tenured faculty	113	
Full-time non-tenured faculty	12	Full-time non-tenured faculty	97	
Part-time faculty	10	Part-time faculty	105	
Adjunct faculty	0	Adjunct faculty	0	
Total	36	Total	315	
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:		
All administrative support staff	8	All administrative support staff	179	
Office and clerical	1	Office and clerical	61	
Para-professionals	2	Para-professionals	125	
Total	11	Total	365	
Asian American Union and non-Union:		Non-Asian American Union and non-Union:		
Any and all skilled craft workers	0	Any and all skilled craft workers	54	
Service – maintenance	0	Service – maintenance	75	
Total	0	Total	129	
Grand Total	48	Grand Total	889	

For 2016, total number of Asian American	143	For 2016, total number of non-Asian	4624
students		American students	
Total number of Asian American students	106	Total number of non-Asian American	242
that graduated in 2016	106	students that graduated in 2016	843
3. As of June 30, 2016, provide the number	-	up for tenure at your institution:	T-
Total Asian American faculty that received t			0
Total Asian American faculty that did not re			0
Total non-Asian American faculty that recei	380		3
Total non-Asian American faculty that did n	ot receive	tenure	0
A As of lune 20, 2016, provide the number	of foculty	that consested as left the university	
4. As of June 30, 2016, provide the number			16
Total non-Asian American faculty that experience Total Asian American faculty that experience			2
rotal Asian American faculty that experienc	eu separat	ion from the university	-
Americans?			
The University utilizes its student population positions and categories. 1) Based on 201 2016, there is no underutilization of Asian Asian Student enrollment – 2.99% Asian W	.6 student Americans	enrollment and the workforce data as of Ju . The total number of underutilization is ze	ıne 30,
21			
Not applicable based on student/employee rat	io.		

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

							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?						0	•	
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Direct	or or Co	oordina [.]	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	Asian An	nerican		0	•
11. Does the university currently employ culti- enabling them to communicate and intera					recruite	ers	0	•
12. How much time are Asian American recru needs of Asian students or their parents?	iters uti	lized to add	dress th	ne		ll-time 2 time	○ 1/ ⊙ N	/4 time ever
13. How many Affirmative Action program po	sitions a	re held by	Asian	America	ıns?		*	
Tenured faculty	0	Adjunct fa						O
Part-time tenured faculty	0	Deans	70					0
Full-time non-tenured faculty	0	Directors	No.					0
	Total	0						
							Yes	No
11. For Asian American employees not a part				7.0	yees lad anceme		o	0
your institution, what initiatives exist that with promotion?	it helps	to provide	them	Self-de	evelopm ning	0.000	•	0
12. What percentage of university employees	are uni	on?	⊙ N	lore tha	n 50%	0	Less thar	า 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
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.								

astern Illinois University		
AND A THE ANALYSIS AND		

_		£1		
` ○	cti	2	n	Δ
JC	·	v		$\overline{}$

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:					
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	8		
Total	0	Total	8		
Asian American Administrators:		Non-Asian American Administrators:			
University President	0	University President	1		
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)			
	٢		3		
Provost/Chancellor (any title/position)	10	Provost/Chancellor (any title/position)	1		
			Į.		
Dean(s) (list all Deans titles)	lo	Dean(s) (list all Deans titles)	13		
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)	57		
Total	0	Total	75		
Asian American Faculty:		Non-Asian American Faculty:			
Full-time tenured faculty	26	Full-time tenured faculty	237		
Full-time non-tenured faculty	8	Full-time non-tenured faculty	183		
Part-time faculty	3	Part-time faculty	126		
Adjunct faculty	0	Adjunct faculty	0		
Total	37	Total	546		
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:			
All administrative support staff	3	All administrative support staff	198		
Office and clerical	1	Office and clerical	128		
Para-professionals	0	Para-professionals	0		
Total	4	Total	326		
Asian American Union and non-Union:		Non-Asian American Union and non-Union:			
Any and all skilled craft workers	0	Any and all skilled craft workers	100		
Service – maintenance	2	Service – maintenance	187		
Total	2	Total	287		
Grand Total	43	Grand Total	1242		

For 2016, total number of Asian American students	86	For 2016, total number of non-Asian American students	7790
Total number of Asian American students that graduated in 2016	21	Total number of non-Asian American students that graduated in 2016	2355

3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:			
Total Asian American faculty that received tenure	0		
Total Asian American faculty that did not receive tenure	О		
Total non-Asian American faculty that received tenure	14		
Total non-Asian American faculty that did not receive tenure	0		

4. As of June 30, 2016, provide the number of faculty that separated or left the university:				
Total non-Asian American faculty that experienced separation from the university		66		
Total Asian American faculty that experienced separation from the university		7		

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

1)

Availability data taken from the AY 15-16 AAP All Faculty: 56.37% Female Availability; 35.51% Minority Availability Annually Contracted Faculty: 56.52% Female Availability; 35.88% Minority Availability Tenured/Tenure-Track and Chairs: 56.30% Female Availability; 35.88% Minority Availability Tenure-Track Faculty: 56.30% Female Availability; 35.32% Minority Availability Tenured Faculty, Chairs, Assist/Assoc Chairs: 56.30% Female Availability; 35.32% Minority Availability All A&P: 58.84% Female Availability; 13.54% Minority Availability Annually Contracted A&P: 33.14% Female Availability; 14.15% Minority Availability Continuing A&P: 54.81% Female Availability; 12.92% Minority Availability All Civil Service: 38.06% Female Availability; 3.89% Minority Availability

For Utilization data, please review the AY 15-16 AAP (http://castle.eiu.edu/civil/EEO_AA.php) In calculating underutilization and in setting goals, Eastern uses methods suggested by the U.S. OFCCP. In accordance with these regulations, Eastern compares the percentage of minorities and women in each job group to their availability. As required in these regulations, both internal and external factors are considered in determining the availability of minorities and women for each job group. The university uses national, state, and regional data as applicable. Depending upon the type of job group (e.g., tenure-track faculty, instructors, administrators, other professionals, and civil service staff), the determination of availability draws upon one or multiple sources of data in order to most accurately identify the availability of potential employees who are African American. These data sources include, for example: national doctoral recipients as reported by the U. S. National Science Foundation, master's degree recipients as reported by the Integrated Postsecondary Education Data System, U. S. Census data, the NCAA data for coaches and athletics employees, jobs filled by internal candidates, Eastern Illinois University master's recipients, and Eastern Illinois University bachelor's degree recipients. Based upon an annual review of the composition of employees and the determination of the availability of African Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of African Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.

This section of the survey	will list specific initiative	s and focus on what	your institution ha	s undertaken to
further comply with the	Statute of State of Illino	is Asian American Er	nployment Plan	

Turtific Comply with the Statute of State of Int	111013 7131	an Amenic	in Linp	ioymen.	. I Idii			
							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?						0	0	
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Direct	or or Co	oordina	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian Ar	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian I	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator assistudents?	ist in the	e recruitme	ent of A	sian An	nerican		0	•
11. Does the university currently employ cultuenabling them to communicate and intera	V	100			recruite	ers	0	0
12. How much time are Asian American recrui	itor uti	lizad ta adı	drace th		○ Ful	l-time		/4 time
needs of Asian students or their parents?	iters util	iizeu to aut	ai ess ti	ie		2 time		lever
13. How many Affirmative Action program pos	sitions a	re held by	Asian /	America	ıns?			
Tenured faculty	26	Adjunct f	aculty					0
Part-time tenured faculty	1	Deans						0
Full-time non-tenured faculty 8 Directors					0			
Total 35								
						4	Yes	No
11. For Asian American employees not a part of your institution, what initiatives exist that				0.0	yees lad ianceme		0	0
with promotion?	e noipo	to provide			evelopm ning	ent	•	0
12. What percentage of university employees	are uni	on?	⊙ N	lore tha	ın 50%	0 1	Less thai	n 50%
13. Does the institution conduct internal studi Americans employees, or have committee from the institution? Provide a short name	es that r			Hand E.				
Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Asian American employees. Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity. During the review process, candidates, who are Asian American, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are Asian American, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information in analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts. The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including Asian American. ** All employee numbers are based upon the Affirmative Action Plan snapshot for fall 2015.								

Sovernors State University	
PRINTED TO PRINTED TO PRINTED AND AND AND AND AND AND AND AND AND AN	

-				
Se	<i>-</i>	_	n	Λ

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:							
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	8				
Total	0	Total	8				
Asian American Administrators:		Non-Asian American Administrators:					
University President	0	University President	1				
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	4.0				
	1.		16				
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1				
	0		<u>J</u>				
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	5				
Directors of programs (list all director titles)	2	Directors of programs (list all director titles)	54				
			,				
Total	3	Total	77				
Asian American Faculty:		Non-Asian American Faculty:					
Full-time tenured faculty	23	Full-time tenured faculty	132				
Full-time non-tenured faculty	3	Full-time non-tenured faculty	62				
Part-time faculty	1	Part-time faculty	36				
Adjunct faculty	8	Adjunct faculty	388				
Total	35	Total	618				
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:					
All administrative support staff	7	All administrative support staff	207				
Office and clerical	1	Office and clerical	108				
Para-professionals	1	Para-professionals	47				
Total	9	Total	362				
Asian American Union and non-Union:		Non-Asian American Union and non-Union:					
Any and all skilled craft workers	0	Any and all skilled craft workers	16				
Service – maintenance	0	Service – maintenance	38				
Total	0	Total	54				
Grand Total	Grand Total 47 Grand Total 1111						

For 2016, total number of Asian American students	For 2016, total number of non-Asian American students	5,720
Total number of Asian American students that graduated in 2016	Total number of non-Asian American students that graduated in 2016	1,478
3. As of June 30, 2016, provide the number	of faculty up for tenure at your institution:	
Total Asian American faculty that received t		0
Total Asian American faculty that did not re	ceive tenure	0
Total non-Asian American faculty that receiv	100	4
Total non-Asian American faculty that did no	ot receive tenure	0
4. As of June 30, 2016, provide the number	of faculty that separated or left the university:	
Total non-Asian American faculty that expe		27
Total Asian American faculty that experienc	ed separation from the university	6
2)		
Board of Trustees, Administrators, Crafts and M.	aintenance Workers.	

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

Turther comply with the statute of state of th	mois Asi	arraniche	an Linp	ioyiiieii.	. i iuii			
							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?							0	•
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Direct	or or Co	ordina [.]	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian Ai	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera	1	1 To 1			recruite	ers	0	0
12. How much time are Asian American recru	iters uti	lized to add	dress th	ne	O Ful	ll-time	01	/4 time
needs of Asian students or their parents?					© 1/2	2 time	ON	ever
13. How many Affirmative Action program po	sitions a	re held by	Asian A	America	ins?			
Tenured faculty	4	Adjunct fa	aculty					4
Part-time tenured faculty	1	Deans	40					0
Full-time non-tenured faculty	3	Directors	XX					1
	Total	13						
						27.5	Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha		· · · · · · · · · · · · · · · · · · ·		0.0	yees lad anceme		©	0
with promotion?	Спогра	to provide			evelopm ning	ent	•	0
12. What percentage of university employees	are uni	on?	⊙ N	lore tha	ın 50%	O I	ess tha	n 50%
13. Does the institution conduct internal stud Americans employees, or have committee from the institution? Provide a short nar	es that r			Internal Co.				
It is the policy of Governors State University to implement effective recruitment of personnel that attract a qualified pool of candidates that reflect ethic and gender diversity. Search committees are deliberately organized to be diverse and they must adhere to state and federal laws regarding non-discrimination. The search process is monitored by a Human Resource professional to assure that the candidates are evaluated on their qualifications for the position and that the search processes, including any evaluative tools and interview questions, do not have a discriminatory impact on any member of a protected class. As a result, Governors State University has the most diverse faculty and staff among all of the state-supported institutions of higher education. All employees on their departure from the university are given the opportunity to complete an Exit Interview Form.								

llinois State University	

Section A

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:						
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	8			
Total	0	Total	8			
Asian American Administrators:		Non-Asian American Administrators:				
University President	0	University President	1			
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	15			
			15			
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	3			
	I.					
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	23			
Directors of programs (list all director titles)	9	Directors of programs (list all director titles)	282			
Total	10	Total	324			
Asian American Faculty:		Non-Asian American Faculty:				
Full-time tenured faculty	61	Full-time tenured faculty	615			
Full-time non-tenured faculty	8	Full-time non-tenured faculty	182			
Part-time faculty	6	Part-time faculty	288			
Adjunct faculty		Adjunct faculty				
Total	75	Total	1085			
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:				
All administrative support staff	18	All administrative support staff	880			
Office and clerical	6	Office and clerical	380			
Para-professionals	0	Para-professionals	65			
Total	24	Total	1325			
Asian American Union and non-Union:		Non-Asian American Union and non-Union:				
Any and all skilled craft workers	1	Any and all skilled craft workers	137			
Service – maintenance	8	Service – maintenance	461			
Total	9	Total	598			
Grand Total	118	Grand Total	3340			

For 2016, total number of Asian American students For 2016, total number of non-Asian American students	2362
Total number of Asian American students Total number of non-Asian American	110
3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	4
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	31
Total non-Asian American faculty that did not receive tenure	1
4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	135
Total Asian American faculty that experienced separation from the university	5
2B - Professionals NTT - 4.97% 2F - Professionals Computer/IT - 4.79% 2J -Professionals Lab Schools - 4.50%	
2)	
2B - Professionals Non-tenure Track - 4.97%	

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

							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?							0	0
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Direct	or or Co	oordina	tor that	helps	0	•
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	Asian An	nerican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera	200	1 . 1			recruite	ers	0	•
12. How much time are Asian American recru	iters uti	lized to add	dress th	ne	O Ful	ll-time	O 1/4 time	
needs of Asian students or their parents?					O 1/2	2 time	⊙ N	ever
13. How many Affirmative Action program po	sitions a	re held by	Asian	America	ns?			
Tenured faculty	61	Adjunct fa	aculty					0
Part-time tenured faculty	6	Deans						0
Full-time non-tenured faculty	8	Directors						10
	Total	85						
						-	Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha				26	yees lad anceme		0	•
with promotion?					evelopm ning	ent	•	0
12. What percentage of university employees	are uni	on?	O N	lore tha	n 50%	⊙ 1	ess tha	n 50%
Americans employees, or have committe	13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short parrative:							
On an annual basis, Illinois State University prepares, distributes, and publicly presents an Affirmative Action Plan that details the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain Hispanic employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and Board of Trustees.								

lortheastern Illinois University

_				
Se	-	_	n	Λ
JE	u u	v		$\overline{}$

1.	L. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the stu				
	classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	O Yes	ONo		

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:							
Board of Directors/Regents		Board of Directors/Regents					
(Asian Americans on Board)	0	(Non-Asian Americans on Board)	8				
Total	0	Total	8				
Asian American Administrators:		Non-Asian American Administrators:					
University President	0	University President	1				
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	1				
	U		4				
Provost/Chancellor (any title/position)	10	Provost/Chancellor (any title/position)	1				
	L		<u>.</u>				
Dean(s) (list all Deans titles)	10	Dean(s) (list all Deans titles)	17				
Directors of programs (list all director titles)	З	Directors of programs (list all director titles)	58				
I words	3	Total	81				
Asian American Faculty:		Non-Asian American Faculty:	ļ				
Full-time tenured faculty	39	Full-time tenured faculty	219				
Full-time non-tenured faculty	5	Full-time non-tenured faculty	96				
Part-time faculty	11	Part-time faculty	132				
Adjunct faculty	5	Adjunct faculty	102				
Total	60	Total	549				
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:					
All administrative support staff	64	All administrative support staff	566				
Office and clerical	0	Office and clerical	0				
Para-professionals	0	Para-professionals	0				
Total	64	Total	566				
Asian American Union and non-Union:		Non-Asian American Union and non-Union:					
Any and all skilled craft workers	1	Any and all skilled craft workers	28				
Service – maintenance	1	Service – maintenance	78				
Total	2	Total	106				
Grand Total	129	Grand Total	1310				

For 2016, total number of Asian American students	866	For 2016, total number of non-Asian American students	9025
Total number of Asian American students		Total number of non-Asian American	
that graduated in 2016	182	students that graduated in 2016	2001

3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	3
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	21
Total non-Asian American faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:					
Total non-Asian American faculty that experienced separation from the university	29				
Total Asian American faculty that experienced separation from the university	0				

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

1)

Northeastern Illinois University continues to follow the underutilization data in the 2015 Affirmative Action Plan (http://www.neiu.edu/about/sites/neiu.edu.about/files/documents/2015/05/Affirmative%20Action% 20Plan.pdf). NEIU 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.

EEO-1 Job Category 5.2/Admin Support II is the EEOC occupation category with the greatest underutilization for Asian American employees.

This section of the survey	will list specific initiative	s and focus on what	your institution ha	s undertaken to
further comply with the	Statute of State of Illino	is Asian American Er	nployment Plan	

							V	BI-
6. Does your institution currently have an Asi	an Ameı	rican Resou	ırce Ce	nter (A	ARC)?		Yes	No O
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Direct	or or Co	oordina	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		•	0
11. Does the university currently employ cult enabling them to communicate and intera					recruite	ers	0	•
12. How much time are Asian American recru needs of Asian students or their parents?	iters uti	lized to add	dress ti	ne	10000	l-time 2 time		/4 time ever
13. How many Affirmative Action program po	sitions a	re held by	Asian	America	ıns?			
Tenured faculty	39	Adjunct f						5
Part-time tenured faculty	11	Deans						0
Full-time non-tenured faculty	5	Directors	3					3
	Total	63						
							Yes	No
11. For Asian American employees not a part your institution, what initiatives exist that				7.0	yees lad anceme		0	•
with promotion?					evelopm ning	ent	0	0
12. What percentage of university employees	are uni	on?	O 1	lore tha	ın 50%	⊙ I	Less thai	า 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
Yes, the NEIU Office of Institutional Research employees with respect to their race and eth to monitor progress and strategize with Univ region. Moreover, every NEIU job applicant ethnicity, gender and disability.	nicity. 1 ersity Hi	The Affirma	tive Ac s towar	tion Off d divers	icer uses ity repre	this ir	nformati tive of o	

orthern Illinois University

Section A

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

Total 12 Total 32 Asian American Faculty: Full-time tenured faculty 68 Full-time non-tenured faculty 42 Full-time faculty 16 Part-time faculty 31 Part-time faculty NA Adjunct faculty			LOS AND LOS AND	
Board of Directors/Regents (Asian Americans on Board) Total Total Total	The same of the sa			h of
(Non-Asian Americans on Board) Total Total				0
Asian American Administrators: University President University Presidents (list all titles) Provost/Chancellor (anv title/position) Dean(s) (list all Deans titles) Directors of programs (list all director titles) Panabala American Faculty: Full-time tenured faculty Full-time tenured faculty Adjunct faculty Adjunct faculty NA Adjunct faculty NA Adjunct faculty NA Adjunct faculty Total 130 Non-Asian American (administrative) Support Staff: All administrative support staff All administrative support staff Office and clerical Para-professionals Total 63 Total 63 Total 63 Total 63 Foral 13 Asian American Union and non-Union: Any and all skilled craft workers 13 Service – maintenance Total 13 Service – maintenance Total 65	550 3570	*	12 WH	*
University President Vice Presidents (list all titles) Provost/Chancellor (anv title/position) Dean(s) (list all Deans titles) Directors of programs (list all director titles) Point of programs (list all director titles) Directors of programs (list all director titles) Point of programs (list all title) Point of list all titles) Point of list all titles Point of li	Total		Total	
Vice Presidents (list all titles)	Asian American Administrators:		Non-Asian American Administrators:	
Provost/Chancellor (anv title/position) 1 Provost/Chancellor (anv title/position) 2 Dean(s) (list all Deans titles) 2 Directors of programs (list all director titles) 8 Directors of programs (list all director titles) 1 Directors of programs (list all director titles) 8 Directors of programs (list all director titles) 1 Directors of programs (list all director titles) 1 Dean(s) (list all Deans titles) 2 Dean(s) (list all Deans titles 2 Dean(s) (list all Deans	University President	0	University President	1
Provost/Chancellor (anv title/position) Dean(s) (list all Deans titles) Directors of programs (list all director titles) Total 12 Directors of programs (list all director titles) Total 32 Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Full-time faculty Full-time faculty Full-time faculty Full-time faculty Full-time faculty Full-time faculty Foretail 130 Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total 33 Asian American Union and non-Union: Any and all skilled craft workers Total 33 Foretail 34 Frevost/Chancellor (any title/position) 7 Pervost/Chancellor (any title/position) 7 Pean(s) (list all Deans titles) 22 Directors of programs (list all director titles) 24 Full-time tenured faculty Full-time non-tenured faculty 34 Full-time non-tenured faculty 34 Full-time faculty 35 Foretail 30 Fo	Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	0.7
Directors of programs (list all director titles) Total 12 Asian American Faculty: Full-time tenured faculty 68 Full-time non-tenured faculty 16 Furt-time faculty 16 Furt-time faculty 17 Full-time faculty 17 Full-time faculty 18 Furt-time faculty 19 Furt-time				21
Directors of programs (list all director titles) Total 12 Asian American Faculty: Full-time tenured faculty 68 Full-time tenured faculty 46 Full-time faculty 16 Part-time faculty 17 Adjunct faculty 17 Adjunct faculty 17 Asian American (administrative) Support Staff: All administrative support staff 17 Office and clerical 17 Office and clerical 18 Para-professionals 14 Para-professionals 15 Asian American Union and non-Union: Any and all skilled craft workers 11 Service – maintenance 13 Directors of programs (list all director titles) 26 Non-Asian American Faculty 42 Full-time tenured faculty 42 Full-time non-tenured faculty 31 Full-time non-tenured faculty 31 Full-time faculty 32 Full-time faculty 32 Full-time faculty 32 Full-time faculty 32 Full-time non-tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured fa	Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	7
Directors of programs (list all director titles) Total 12 Asian American Faculty: Full-time tenured faculty 68 Full-time tenured faculty 46 Full-time faculty 16 Part-time faculty 17 Adjunct faculty 17 Adjunct faculty 17 Asian American (administrative) Support Staff: All administrative support staff 17 Office and clerical 17 Office and clerical 18 Para-professionals 14 Para-professionals 15 Asian American Union and non-Union: Any and all skilled craft workers 11 Service – maintenance 13 Directors of programs (list all director titles) 26 Non-Asian American Faculty 42 Full-time tenured faculty 42 Full-time non-tenured faculty 31 Full-time non-tenured faculty 31 Full-time faculty 32 Full-time faculty 32 Full-time faculty 32 Full-time faculty 32 Full-time non-tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured faculty 42 Full-time tenured faculty 32 Full-time tenured fa		667		
Directors of programs (list all director titles) Total 12 Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Full-time faculty Adjunct faculty NA Adjunct faculty NA Adjunct faculty Non-Asian American (administrative) Support Staff: Non-Asian American (administrative) Support Staff: All administrative support staff Office and clerical Foral 63 Foral 63 Foral 63 Foral 63 Foral 13 Asian American Union and non-Union: Non-Asian American Union and non-Union: Any and all skilled craft workers In Service – maintenance Total 63 Foral 65	Dean(s) (list all Deans titles)	12	Dean(s) (list all Deans titles)	22
Total 12 Total 32 Asian American Faculty: Full-time tenured faculty 68 Full-time tenured faculty 42 Full-time non-tenured faculty 16 Part-time faculty 31 Part-time faculty 16 Part-time faculty 30 Adjunct faculty NA Adjunc		2		
Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Adijunct faculty Asian American Faculty Adjunct faculty Total Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Total Non-Asian American (administrative) Non-Asian American Union and Inon-Union: Any and all skilled craft workers Total Total Non-Asian American Union and Inon-Union: Total Total Total Service – maintenance Total Total Asian Total Total Service – maintenance Total Tot	Directors of programs (list all director titles)	8	Directors of programs (list all director titles)	267
Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Adijunct faculty Asian American Faculty Adjunct faculty Total Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Total Non-Asian American Haculty Non-Asian American (administrative) Non-Asian American (administrative) Support Staff: Office and clerical Asian American Union and non-Union: Non-Asian American Union and non-Union: Any and all skilled craft workers One Any and all skilled craft workers Total Total Total Total Service — maintenance Total To				
Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Adijunct faculty Asian American Faculty Adjunct faculty Total Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Total Non-Asian American (administrative) Non-Asian American Union and Inon-Union: Any and all skilled craft workers Total Total Non-Asian American Union and Inon-Union: Total Total Total Service – maintenance Total Total Asian Total Total Service – maintenance Total Tot				
Asian American Faculty: Full-time tenured faculty Full-time non-tenured faculty Adijunct faculty Asian American Faculty Adjunct faculty Total Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Total Non-Asian American (administrative) Non-Asian American Union and Inon-Union: Any and all skilled craft workers Total Total Non-Asian American Union and Inon-Union: Total Total Total Service – maintenance Total Total Asian Total Total Service – maintenance Total Tot	Name of the state	10		000
Full-time tenured faculty Full-time non-tenured faculty Full-time non-tenured faculty Full-time non-tenured faculty A6 Full-time non-tenured faculty A7 Full-time faculty A8 Full-time non-tenured faculty A8 Full-time non-tenured faculty A8 Full-time non-tenured faculty A8 Full-time non-tenured faculty A9 Full-time non-tenured faculty A9 Full-time non-tenured faculty A9 Full-time tenured faculty A9 Full-time non-tenured faculty A9 Full-time faculty A9 Adjunct faculty A9 Adjunct faculty NA Adjunct facult	1.7.551	12		323
Full-time non-tenured faculty Part-time faculty Adjunct faculty Adjunct faculty NA Adjunct faculty NA Adjunct faculty NOn-Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals 14 Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Total 13 Full-time non-tenured faculty Non-Asian American (administrative) Non-Asian American (administrative) Support Staff: Non-Asian American (administrative) Support Staff: Non-Asian American Non-Asian American Union and non-Union:		00		10.1
Part-time faculty Adjunct faculty NA Adjunct faculty Total 130 Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total 63 Asian American Union and non-Union: Any and all skilled craft workers Total 13 Para-professionals Any and all skilled craft workers Total 13 Service – maintenance Total 58		The second second	Section Processes Washington Commenced Commenc	424
Adjunct faculty Total 130 Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total 63 Asian American Union and non-Union: Any and all skilled craft workers Service – maintenance Total 13 Adjunct faculty Non-Asian American (administrative) Support Staff: Non-Asian American Union and Staff: Non-Asian American Union and non-Union: Non-Asian American Union and non-Union: Service – maintenance 13 Service – maintenance 47 Total 58	f and the second		30 30 000 bywolines sectors and the terror to the terror	319
Total 130 Total 10 Asian American (administrative) Support Staff: All administrative support staff 42 All administrative support staff 53 Office and clerical 7 Office and clerical 33 Para-professionals 14 Para-professionals 25 Total 63 Total 13 Asian American Union and non-Union: Any and all skilled craft workers 0 Any and all skilled craft workers 11 Service – maintenance 13 Service – maintenance 47 Total 58		2000	S	301
Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Asian American (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total 63 Total Asian American Union and non-Union: Any and all skilled craft workers O Any and all skilled craft workers Service – maintenance 13 Service – maintenance Total 58	Control Contro			NA
Staff: All administrative support staff Office and clerical Para-professionals Total Asian American Union and non-Union: Any and all skilled craft workers Service – maintenance Total All administrative support staff Office and clerical Para-professionals 14 Para-professionals Total Non-Asian American Union and non-Union: Any and all skilled craft workers 15 Service – maintenance 16 Service – maintenance 17 Office and clerical Non-Asian American Total Non-Asian American Union and non-Union: Any and all skilled craft workers 18 Service – maintenance Total Total Total Total Total	74.2 N. O.	130	2 2 2 2 3 3 3	1044
Office and clerical 7 Office and clerical 33 Para-professionals 14 Para-professionals 25 Total 63 Total 13 Asian American Union and non-Union: Non-Asian American Union and non-Union: Any and all skilled craft workers 0 Any and all skilled craft workers 11 Service – maintenance 13 Service – maintenance 47 Total 13 Total 58	Asian American (administrative) Support Staff:		8 10 NEWEN	
Para-professionals Total 63 Asian American Union and non-Union: Any and all skilled craft workers Service – maintenance Total 13 Non-Asian American Union and non-Union: Any and all skilled craft workers 13 Service – maintenance Total 13 Total 58	All administrative support staff	42	All administrative support staff	801
Total 63 Total 13 Asian American Union and non-Union: Any and all skilled craft workers O Any and all skilled craft workers Service – maintenance 13 Service – maintenance Total 13 Total 58	Office and clerical	7	Office and clerical	334
Asian American Union and non-Union:Non-Asian American Union and non-Union:Any and all skilled craft workers0Any and all skilled craft workers11Service – maintenance13Service – maintenance47Total13Total58	Para-professionals	14	Para-professionals	255
Any and all skilled craft workers 0 Any and all skilled craft workers 11 Service – maintenance 13 Service – maintenance 47 Total 13 Total 58	Total	63	Total	1390
Service – maintenance 13 Service – maintenance 47 Total 13 Total 58	Asian American Union and non-Union:		Non-Asian American Union and non-Union:	
Total 13 Total 58	Any and all skilled craft workers	0	Any and all skilled craft workers	110
	Service – maintenance	13	Service – maintenance	470
Grand Total 218 Grand Total 33	Total	13	Total	580
Grand rotal (2.10)	Grand Total	218	Grand Total	3337

For 2016, total number of Asian American students	939	For 2016, total number of non-Asian American students	18076
Total number of Asian American students that graduated in 2016	277	Total number of non-Asian American students that graduated in 2016	5021
3. As of June 30, 2016, provide the number	of faculty	up for tenure at your institution:	
Total Asian American faculty that received t	11.70	ap to tenare at year measurem	1
Total Asian American faculty that did not re	90	ıre	1
Total non-Asian American faculty that recei			21
Total non-Asian American faculty that did n	300		0
Total for the same and the same and the	011000110	tonaro	
4. As of June 30, 2016, provide the number	of faculty	that separated or left the university:	
Total non-Asian American faculty that expe	rienced se	paration from the university	40
Total Asian American faculty that experienc	ed separa	tion from the university	3
1)			
Each position vacancy is evaluated for curre Action reviews the publicity plans for each FY16, the department is looking at addition enhance their recruitment efforts based on	vacancy to al assistar	ensure proper advertising for optimal recr ace and reporting capability for department	ruitment. In
2)			
EEO occupation categories Executive and Profe	essional hav	ve the greatest underutilization for Asian Amer	icans

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

							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?							0	0
7. If your institution has an AARC, does the co address the needs of Asian American Stude		ve a Direct	or or Co	oordina	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian I	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	Asian An	nerican		•	0
11. Does the university currently employ cult enabling them to communicate and intera	1	1 			recruite	ers	•	0
12. How much time are Asian American recru	iters uti	lized to add	dress th	ne	O Ful	ll-time	01,	/4 time
needs of Asian students or their parents?					O 1/2	2 time	ON	ever
13. How many Affirmative Action program po	sitions a	are held by	Asian	America	ıns?			
Tenured faculty	4	Adjunct fa	aculty					NA
Part-time tenured faculty	3	Deans						1
Full-time non-tenured faculty	2	Directors	N. C.					2
	Total	12						
							Yes	No
11. For Asian American employees not a part your institution, what initiatives exist that				58	yees lad ianceme		•	0
with promotion?					evelopm ning	ent	0	0
12. What percentage of university employees	are uni	on?	⊙ N	lore tha	ın 50%	0	Less thar	n 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Equity Compliance, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment of Asian American employees, monitor employment and departure of employees from the institution.								

Southern Illinois University Carbondale

_		r.,		-
Se	<i>~</i>		n	Λ
36	LL			

1.	Is your institution a Asian American Serving Institution (AASI) with 10% or more of the s	tudents	
	classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	O Yes	ONo

2 4 51 20 2046			1. 20
the following university position and categori		sian Americans employed or appointed within eac nly employed numbers are counted:	n of
Board of Directors/Regents		Board of Directors/Regents	
(Asian Americans on Board)	О	(Non-Asian Americans on Board)	1
Total	0	Total	7
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	1
	Ŭ		1
Provost/Chancellor (any title/position)	10	Provost/Chancellor (any title/position)	17
			u r
Dean(s) (list all Deans titles)	4	Dean(s) (list all Deans titles)	26
Directors of programs (list all director titles)	6	Directors of programs (list all director titles)	255
Total	10	Total	300
Asian American Faculty:		Non-Asian American Faculty:	
Full-time tenured faculty	76	Full-time tenured faculty	392
Full-time non-tenured faculty	67	Full-time non-tenured faculty	564
Part-time faculty	7	Part-time faculty	128
Adjunct faculty	0	Adjunct faculty	3
Control of the Contro	150	Total	1087
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:	
All administrative support staff	32	All administrative support staff	1291
Office and clerical	2	Office and clerical	800
Para-professionals	6	Para-professionals	496
Total	40	Total	2787
Asian American Union and non-Union:		Non-Asian American Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	161
Service – maintenance	3	Service – maintenance	348
Total	3	Total	509
Grand Total	203	Grand Total	4490

For 2016, total number of Asian American students	396	For 2016, total number of non-Asian American students	19176
Total number of Asian American students that graduated in 2016	94	Total number of non-Asian American students that graduated in 2016	4475

3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:			
Total Asian American faculty that received tenure	4		
Total Asian American faculty that did not receive tenure			
Total non-Asian American faculty that received tenure			
Total non-Asian American faculty that did not receive tenure			

4. As of June 30, 2016, provide the number of faculty that separated or left the university:				
Total non-Asian American faculty that experienced separation from the university 7				
Total Asian American faculty that experienced separation from the university	7			

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

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

The Affirmative Action Plan for Southern Illinois University calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The job groups "EE Technical and Paraprofessional", "FF Skilled Crafts" and "GG Service/Maintenance" were found to be underutilized for Asian-American employees.

SIUC has 3 Asian-American Technical and Paraprofessional employees which is 1.4778% of this population.. Our availability was found to be 2.2173% with an expect number of incumbents to be 4.5 Asian-American employees. The difference of the number expected to the number found would 1.5 employees.

SIUC has 0 Asian-American Skilled Crafts employees. Our availability was found to be 1.5729% with an expect number of incumbents to be 2.7 Asian-American employees. The difference of the number expected to the number found would 2.7 employees.

SIUC also has 4 Asian-American Service/Maintenance employees which is 1.0444% of this population. Our availability was found to be 1.3225% giving an expected number of incumbent to equal 5.1 employees. The difference between the expected to the number found is 1.1 Asian-American Service/Maintenance employees.

FF Skilled Crafts is the EEOC occupation category with the greatest under utilization for Asian Americans.

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

Description of the set of the se		d Territoria et personalitat de debete en de			s 40 excesses		Voc	No
6. Does your institution currently have an Asian American Resource Center (AARC)?						Yes	No ©	
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?						helps	0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera	100	100			recruite	ers	0	0
12. How much time are Asian American recru needs of Asian students or their parents?	iters uti	lized to add	dress th	ne	Wash	ll-time 2 time	○ 1/4 time	
13. How many Affirmative Action program po	sitions a	re held hy	Asian	Δmerica	ins?		<u> </u>	
Tenured faculty	0	Adjunct f		America				o o
Part-time tenured faculty	0	Deans						0
Full-time non-tenured faculty	0	Directors						0
·	Total	0						
						-	Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha				7.0	yees lad anceme		0	0
with promotion?	Ţ.				evelopm ning	ent	©	0
12. What percentage of university employees	are uni	on?	O N	lore tha	ın 50%	O I	ess than	า 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
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

	- 1		-
c_{Δ}	<i>~</i> +	ion	Λ

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:							
Board of Directors/Regents		Board of Directors/Regents					
(Asian Americans on Board)	l cos	(Non-Asian Americans on Board)					
10.01	0	Total	7				
Asian American Administrators:		Non-Asian American Administrators:					
University President	0	University President	1				
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	4				
	150 d						
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	10				
			10				
Dean(s) (list all Deans titles)	2	Dean(s) (list all Deans titles)	21				
	_						
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)					
			42				
Total	2	Total	78				
Asian American Faculty:		Non-Asian American Faculty:					
Full-time tenured faculty	39	Full-time tenured faculty	282				
Full-time non-tenured faculty	24	Full-time non-tenured faculty	260				
Part-time faculty	11	Part-time faculty	229				
Adjunct faculty		Adjunct faculty					
Total	74	Total	771				
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:					
All administrative support staff	10	All administrative support staff	529				
Office and clerical	4	Office and clerical	352				
Para-professionals	4	Para-professionals	263				
Total	18	Total	1144				
Asian American Union and non-Union:		Non-Asian American Union and non-Union:					
Any and all skilled craft workers	0	Any and all skilled craft workers	63				
Service – maintenance	2	Service – maintenance	247				
Total	2	Total	310				
Grand Total	Grand Total 96 Grand Total 2303						

	_	_							
For 2016, total number of Asian American	266	For 2016, total number of non-Asian	13,999						
students	00 22500750	American students	15 65 fg - 1-9 January 24						
Total number of Asian American students	6.1	Total number of non-Asian American							
that graduated in 2016	61	students that graduated in 2016	3,035						
3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:									
Total Asian American faculty that received tenure									
Total Asian American faculty that did not re	ceive ten	ure	0						
Total non-Asian American faculty that receive	ved tenur	e	20						
Total non-Asian American faculty that did no	ot receive	e tenure	0						
4. As of June 30, 2016, provide the number			loo						
Total non-Asian American faculty that exper		\$1.000 MO 1000	39						
Total Asian American faculty that experience	ed separa	tion from the university	5						
5. 1) What is the total number of underutil	ization fo	or Asian Americans?							
2) In what EEOC occupational categories	does the	university have the greatest underutilization	n for Asian						
Americans?									
1)									
SIUE calculates underutilization using the 80% rule in combination with the "whole person" rule between the expected number of employees in a particular job group based on availability and any shortfall that exits in the job group. The total underutilization for Asian American employees is 49.									
2)									
largest underutilization by Job Group are "(six (6) Asian American employees in the "O	Other Pro ther Prof echnical/F	ng underutilization (or the categories above). fessional" and "Technical/Paraprofessional." essional" out of 420 total employees in the jo Paraprofessional," there are Four (4) Asian Am s.	There are b group.						

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

Turtiler comply with the statute of state of his	iiiois Asi	dii Amence	in Linp	oymen	. i iuii			
							Yes	No
6. Does your institution currently have an Asia	an Amei	rican Resou	ırce Ce	nter (AA	RC)?		0	•
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Directo	or or Co	oordina	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian Ar	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator assistudents?	ist in the	e recruitme	ent of A	sian An	nerican		0	0
11. Does the university currently employ cultuenabling them to communicate and intera	1	1.00			recruite	ers	0	0
12. How much time are Asian American recrui	iters uti	lized to add	dress th	ne	O Ful	ll-time	01	/4 time
needs of Asian students or their parents?					O 1/2	2 time	ON	ever
13. How many Affirmative Action program po	sitions a	re held by	Asian /	America	ns?			
Tenured faculty		Adjunct fa			0001400000			
Part-time tenured faculty		Deans						
Full-time non-tenured faculty		Directors						
Tall time non-tendred faculty	Total							
	10 001	. T. 17					Yes	No
	C 11 1		-	Fmnlo	yees lad	der	103	140
11. For Asian American employees not a part your institution, what initiatives exist tha				58	anceme		©	0
with promotion?	it lielps	to provide	uiciii	Self-de	velopm	ent	100	=:
					ning .		0	0
12. What percentage of university employees	are uni	on?	O M	lore tha	n 50%	©	Less thai	า 50%
13. Does the institution conduct internal studi Americans employees, or have committee from the institution? Provide a short nar	es that r	· · · · · · · · · · · · · · · · · · ·		Entered E.				
Pursuant to its affirmative action plan, the Of ("EOA") works closely with Human Resources job groups in which they are underrepresented related positions to emphasize the need for its develop a thorough recruitment plan. Applicate applied to evaluate how successful candidate (voluntary and involuntary) to ensure there is	to increed. EOA ncrease ants are	ease the rep conducts to d recruitment surveyed be d of the jol	present training ent and now the b. EOA	ation of for sea require y learn	women rch com s that se ed of the	and n mittee earch c e posit	ninoritie es for goa committe ion they	s in al ees

University of Illinois at Chicago

-			
Se	<i>-</i> —	n	1

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

2. As of June 30, 2016, provide the total number the following university position and categori		ian Americans employed or appointed within eac	h of
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	12
Total	0	Total	12
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	
	U		3
Provost/Chancellor (any title/position)	12	Provost/Chancellor (any title/position)	34
	2		34
Dean(s) (list all Deans titles)	17	Dean(s) (list all Deans titles)	91
	<i>r</i>		
Directors of programs (list all director titles)	67	Directors of programs (list all director titles)	651
Total	76	Total	779
Asian American Faculty:		Non-Asian American Faculty:	
Full-time tenured faculty	148	Full-time tenured faculty	679
Full-time non-tenured faculty	355	Full-time non-tenured faculty	918
Part-time faculty	271	Part-time faculty	778
Adjunct faculty	18	Adjunct faculty	262
Total	792	Total	2,637
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:	
All administrative support staff	1,124	All administrative support staff	3,958
Office and clerical	18	Office and clerical	584
Para-professionals	92	Para-professionals	1,624
Total	1,234	Total	6,166
Asian American Union and non-Union:		Non-Asian American Union and non-Union:	
Any and all skilled craft workers	2	Any and all skilled craft workers	141
Service – maintenance	10	Service – maintenance	644
Total	12	Total	785
Grand Total	2,114	Grand Total	10,36

For 2016, total number of Asian American students	5,424	For 2016, total number of non-Asian American students	23,696
Total number of Asian American students that graduated in 2016	1,289	Total number of non-Asian American students that graduated in 2016	6,104
3. As of June 30, 2016, provide the number	of faculty	γ up for tenure at your institution:	
Total Asian American faculty that received t	tenure		17
Total Asian American faculty that did not re	ceive teni	ure	0
Total non-Asian American faculty that recei	ved tenur	e	55
Total non-Asian American faculty that did n	ot receive	etenure	0
4. As of June 30, 2016, provide the number	of faculty	that separated or left the university:	
Total non-Asian American faculty that expe	rienced se	eparation from the university	101
Total Asian American faculty that experience	ed separa	tion from the university	32
1)			
0			
1)			

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

							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?							0	0
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?							0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian l	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		•	0
11. Does the university currently employ cult enabling them to communicate and intera	7.4	1 			recruite	ers	•	0
12. How much time are Asian American recru	iters uti	lized to add	dress th	16	Ful	l-time	01	/4 time
needs of Asian students or their parents?	ileis uti	iizeu to aut	л С33 U			2 time	ON	
13. How many Affirmative Action program po	sitions a	are held by	Asian A	America	ıns?			
Tenured faculty	125	Adjunct fa						14
Part-time tenured faculty	5	Deans	- 121					0
Full-time non-tenured faculty	129	Directors						18
	Total	291						
							Yes	No
11. For Asian American employees not a part your institution, what initiatives exist that				26	yees lad anceme		0	0
with promotion?		provide	ano		evelopm ning	ent	•	0
12. What percentage of university employees	are uni	on?	O M	lore tha	n 50%	0	Less thai	n 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
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.								

Jniversity of Illinois at Springfie	ld

_			
Se	-	n	Λ

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:						
Board of Directors/Regents		Board of Directors/Regents				
(Asian Americans on Board)	0	(Non-Asian Americans on Board)	12			
Total	0	Total	12			
Asian American Administrators:		Non-Asian American Administrators:				
University President	0	University President	0			
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)				
			1.2			
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	13			
	I ₀		10			
Dean(s) (list all Deans titles)	11	Dean(s) (list all Deans titles)	3			
Directors of programs (list all director titles)	1	Directors of programs (list all director titles)	67			
Total	3	Total	84			
Asian American Faculty:		Non-Asian American Faculty:				
Full-time tenured faculty	16	Full-time tenured faculty	88			
Full-time non-tenured faculty	13	Full-time non-tenured faculty	82			
Part-time faculty	4	Part-time faculty	27			
Adjunct faculty	5	Adjunct faculty	106			
Total	38	Total	303			
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:				
All administrative support staff	11	All administrative support staff	227			
Office and clerical	1	Office and clerical	69			
Para-professionals	1	Para-professionals	52			
Total	13	Total	348			
Asian American Union and non-Union:		Non-Asian American Union and non-Union:				
Any and all skilled craft workers	0	Any and all skilled craft workers	21			
Service – maintenance	1	Service – maintenance	64			
Total	1	Total	85			
Grand Total	55	Grand Total	820			

For 2016, total number of Asian American students For 2016, total number of Asian American American American Students	f non-Asian 5,235
Total number of Asian American students that graduated in 2016 Total number of non-Asia students that graduated	II 1 600 II
3. As of June 30, 2016, provide the number of faculty up for tenure at your institution.	tution:
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	0
Total non-Asian American faculty that did not receive tenure	U
4. As of June 30, 2016, provide the number of faculty that separated or left the	university:
Total non-Asian American faculty that experienced separation from the universit	· · · · · · · · · · · · · · · · · · ·
Total Asian American faculty that experienced separation from the university	1
That data is currently being developed.	
To be determined.	

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

							2009	2000
					•=		Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?						0	0	
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Directo	or or C	oordina	tor that	helps	0	0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	Asian An	nerican		•	0
11. Does the university currently employ culti- enabling them to communicate and intera	100	100			recruite	ers	•	0
12. How much time are Asian American recru	iters uti	lized to add	drace tl	ne .	Ful	l-time	01	/4 time
needs of Asian students or their parents?	icis ati	iizca to aut	ui C33 ti		NO and a	2 time		ever
13. How many Affirmative Action program po	sitions a	re held by	Asian	America	ns?			
Tenured faculty	0	Adjunct f						o
Part-time tenured faculty	0	Deans						0
Full-time non-tenured faculty	0	Directors						0
·	Total	0						
						-24	Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha				7.0	yees lad anceme		©	0
with promotion?	it lieips	to provide	uleili	Self-de	evelopm ning	0.000	•	0
12. What percentage of university employees	are uni	on?	⊙ N	lore tha	n 50%	0 1	ess tha	n 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
The institution regularly reviews efforts to outreach to, recruit and retain Asian employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.								

University of Illinois at Urbana-Champaign

_		£		
` □	cti		n	Δ
	~ ~	•		_

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:						
Board of Directors/Regents (Asian Americans on Board)	0	Board of Directors/Regents (Non-Asian Americans on Board)	12			
Total	0	Total	12			
Asian American Administrators:		Non-Asian American Administrators:				
University President	0	University President	0			
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)				
			0			
Provost/Chancellor (any title/position)	2	Provost/Chancellor (any title/position)	33			
	_		55			
Dean(s) (list all Deans titles)	3	Dean(s) (list all Deans titles)	99			
			Dates			
Directors of programs (list all director titles)	58	Directors of programs (list all director titles)	938			
Total	63	Total	1,070			
Asian American Faculty:		Non-Asian American Faculty:				
Full-time tenured faculty	214	Full-time tenured faculty	1,117			
Full-time non-tenured faculty	364	Full-time non-tenured faculty	1,070			
Part-time faculty	135	Part-time faculty	368			
Adjunct faculty	9	Adjunct faculty	183			
Total	722	Total	2,738			
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:				
All administrative support staff	291	All administrative support staff	3,306			
Office and clerical	19	Office and clerical	1,123			
Para-professionals	19	Para-professionals	687			
Total	329	Total	5,116			
Asian American Union and non-Union:		Non-Asian American Union and non-Union:				
Any and all skilled craft workers	3	Any and all skilled craft workers	532			
Service – maintenance	34	Service — maintenance	1,069			
Total	37	Total	1,601			
Grand Total	1,151	Grand Total	10,52			

For 2016, total number of Asian American students For 2016, total number of non-Asian American students	39,957
Total number of Asian American students that graduated in 2016 Total number of non-Asian American students that graduated in 2016	10,777
3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	19
Total Asian American faculty that did not receive tenure	2
Total non-Asian American faculty that received tenure	61
Total non-Asian American faculty that did not receive tenure	2
4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	98
Total Asian American faculty that experienced separation from the university	5
1)	
See attached spreadsheet.	
2)	
See attached spreadsheet.	

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

further comply with the Statute of State of III	linois As.	ian America	ın Emp	loyment	Plan			
							Yes	No
6. Does your institution currently have an Asia	an Ame	rican Resou	ırce Ce	nter (AA	RC)?		0	0
7. If your institution has an AARC, does the ce address the needs of Asian American Stude		ve a Directo	or or Co	ordinat	or that	helps	•	0
8. Is the Center Director/Coordinator Asian American?							0	0
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?						0	0	
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	nt of A	sian Am	erican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera	V	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -			recruite	ers	•	0
12. How much time are Asian American recru	iters uti	lized to add	dress th	ne	O Ful	l-time	01	/4 time
needs of Asian students or their parents?					© 1/2	2 time		ever
13. How many Affirmative Action program po	sitions a	are held by	Asian /	America	ns?			
Tenured faculty	314	Adjunct fa	aculty					5
Part-time tenured faculty	10	Deans						2
Full-time non-tenured faculty	97	Directors						0
	Total	428						
						7	Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha				7.6	yees lad anceme		0	0
with promotion?				Self-de traii	velopm ning	ent	•	0
12. What percentage of university employees	are uni	on?	O N	lore tha	n 50%	0	Less tha	n 50%
13. Does the institution conduct internal stud Americans employees, or have committee from the institution? Provide a short nar	es that I			District Co.				
Target of Opportunity Program (TOP)- The University of faculty that is excellent in many dimensions. The TOP is enhance our institution's strategic goals and build on oprogram is to attract leading faculty members among goveterans status in specific units on campus. The Divers committee committed to the recruitment and retention provides workshops, resources, information, profession faculty at Illinois. Illinois makes a variety of good faith appoints EEO officers to every college on the Illinois call college, and we nominate Diversity Advocates to serve	s designed ur reputat groups tha sity Realize n of under nal develo efforts for mpus chai	to support re tion as a leadi t are underre ed at Illinois b rrepresented pment, and d each and everged with revi	ecruitmen ng public presente y Visionir faculty at ata to su ery search ewing an	nt of outst research d by race, ng Exceller t the Illino pport the n for acad d oversee	anding fa university ethnicity nce (DRIVI is campus recruitme emic and ing the se	culty m	embers woal of the r, disability mittee is a committee hiring of colonal staff occess for e	ho will y, and liverse , each

process and help committees avoid unintentional bias in the search process.

University of Illinois Administration

_		£1		
` ○	cti	2	n	Δ
JC	·	v		$\overline{}$

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

2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:						
Board of Directors/Regents		Board of Directors/Regents				
(Asian Americans on Board)	0	(Non-Asian Americans on Board)	12			
Total	0	Total	12			
Asian American Administrators:		Non-Asian American Administrators:				
University President	0	University President	1			
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)				
	L.		26			
Provost/Chancellor (any title/position)		Provost/Chancellor (any title/position)				
	U		0			
Dean(s) (list all Deans titles)		Dean(s) (list all Deans titles)				
	0		0			
Directors of programs (list all director titles)	11	Directors of programs (list all director titles)	223			
Total	12	Total	250			
Asian American Faculty:		Non-Asian American Faculty:				
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			
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:				
All administrative support staff	47	All administrative support staff	564			
Office and clerical	4	Office and clerical	127			
Para-professionals	0	Para-professionals	28			
Total	51	Total	719			
Asian American Union and non-Union:		Non-Asian American Union and non-Union:				
Any and all skilled craft workers	0	Any and all skilled craft workers	0			
Service – maintenance	0	Service – maintenance	1			
Total	0	Total	1			
Grand Total	63	Grand Total	974			

For 2016, total number of Asian American			
100 10 000	N/A	For 2016, total number of non-Asian	N/A
students		American students	,
Total number of Asian American students	N1 (A	Total number of non-Asian American	
that graduated in 2016	N/A	students that graduated in 2016	N/A
3. As of June 30, 2016, provide the number	of faculty	up for tenure at your institution:	
Total Asian American faculty that received t	enure		n/a
Total Asian American faculty that did not re	ceive teni	ure	n/a
Total non-Asian American faculty that receive	ved tenur	e	n/a
Total non-Asian American faculty that did no	ot receive	tenure	n/a
4. As of June 30, 2016, provide the number			T as
Total non-Asian American faculty that exper			n/a
Total Asian American faculty that experience	ed separa	tion from the university	n/a
1)			
The current Affirmative Action Plan does not inc	dicate an u	nderutilization for Asian Americans.	
The current Affirmative Action Plan does not inc	dicate an u	nderutilization for Asian Americans.	

This section of the survey	will list specific initiative	s and focus on what	your institution ha	s undertaken to
further comply with the	Statute of State of Illino	is Asian American Er	nployment Plan	

							Yes	No
6. Does your institution currently have an Asia	an Ameı	rican Resou	ırce Ce	nter (A	ARC)?		0	0
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?								0
8. Is the Center Director/Coordinator Asian A	merican	?					0	0
9. Is the center Director/Coordinator fluent in	any of	the Asian la	anguag	es or di	alects?		0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera		1. The Co.			recruite	ers	0	0
12. How much time are Asian American recru	iters uti	lized to add	trace +l	10	O Ful	l-time	0 1/	4 time
needs of Asian students or their parents?	icis uti	iizea to aut	<i>.</i> 1.033 ti		O 1/2	2 time	⊙ N	
13. How many Affirmative Action program po	sitions a	re held by	Asian /	America	ıns?			
Tenured faculty	n/a	Adjunct fa	aculty					n/a
Part-time tenured faculty	n/a	Deans						n/a
Full-time non-tenured faculty	n/a	Directors						n/a
	Total	N/A						
<u></u>							Yes	No
11. For Asian American employees not a part your institution, what initiatives exist tha				56	yees lad anceme		0	•
with promotion?		-5 p. 6			evelopm ning	ent	©	0
12. What percentage of university employees	are uni	on?	O M	lore tha	n 50%	© I	ess thar	ı 50%
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short parrative:								
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	
PACE N. ATTA DESCRIPTION CONTROL OF THE PARTY AND THE ARCHITECTURE AND ARC	

Section A

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

2. As of June 30, 2016, provide the total number the following university position and categori		sian Americans employed or appointed within eac	h of
Board of Directors/Regents (Asian Americans on Board)	О	Board of Directors/Regents (Non-Asian Americans on Board)	8
Total	0	Total	8
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	11
	Ŭ		1.1
Provost/Chancellor (any title/position)	ılo	Provost/Chancellor (any title/position)	1
Dean(s) (list all Deans titles)	10	Dean(s) (list all Deans titles)	11
	9		
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)	60
Total	0	Total	84
Asian American Faculty:		Non-Asian American Faculty:	
Full-time tenured faculty	54	Full-time tenured faculty	435
Full-time non-tenured faculty	4	Full-time non-tenured faculty	109
Part-time faculty	1	Part-time faculty	6
Adjunct faculty	0	Adjunct faculty	41
Total	59	Total	591
Asian American (administrative) Support Staff:		Non-Asian American (administrative) Support Staff:	
All administrative support staff	7	All administrative support staff	550
Office and clerical	0	Office and clerical	178
Para-professionals	1	Para-professionals	67
Total	8	Total	795
Asian American Union and non-Union:		Non-Asian American Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	61
Service – maintenance	0	Service – maintenance	134
Total	0	Total	195
Grand Total	67	Grand Total	1665

For 2016, total number of Asian American students	For 2016, total number of non-Asia American students	an 10276				
Total number of Asian American students that graduated in 2016	Total number of non-Asian America students that graduated in 2016	2812				
3. As of June 30, 2016, provide the number	of faculty up for tenure at your institution:					
Total Asian American faculty that received tenure						
Total Asian American faculty that did not receive tenure						
Total non-Asian American faculty that recei	300	18				
Total non-Asian American faculty that did n	t receive tenure	0				
4. As of June 30, 2016, provide the number	of faculty that separated or left the university	<i>إ</i> :				
Total non-Asian American faculty that expe	ienced separation from the university	9				
Total Asian American faculty that experience	ed separation from the university	0				
74						
Non-Tenured Faculty (11.77%)						

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

							Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?							0	0
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?							0	0
8. Is the Center Director/Coordinator Asian American?							0	0
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?							0	0
10. Does the Center Director/Coordinator ass students?	ist in the	e recruitme	ent of A	sian An	nerican		0	0
11. Does the university currently employ culti- enabling them to communicate and intera					recruite	ers	0	0
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents? O Full-time O 1/2 time							○ 1/4 time	
13. How many Affirmative Action program positions are held by Asian Americans?								
Tenured faculty	0	Adjunct f						o
Part-time tenured faculty	0	Deans	#6 · · · · · · · · · · · · · · · · · · ·					0
Full-time non-tenured faculty	0	Directors	Directors					0
	Total	0						•
						-	Yes	No
11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion? Employees ladder enhancement Self-development training						0	0	
						0	0	
12. What percentage of university employees are union?						Less than 50%		
13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:								
The University updates its Affirmative Action establishes goals for underrepresented emplomonitoring the recruitment of African Americ process to determine if advertising strategies Americans.	oyee gro can emp	oups. The l loyees, but	Jnivers does r	ity does nonitor	not have the sear	e a sur ch and	vey for recruitr	ment

Section A.

Illinois Board of Higher Education

1. As of June 30, 2016, provide the total number of Asian American employed or appointed within				
each of the following university positions and categories. Only employed numbers are counted:				
Board of Directors	0	Board of Directors	15	
(Asian American on Board)	· O	(Non-Asian American on Board)		
Total	0	Total	15	
Asian American Administrators:		Non-Asian American Administrators:		
Executive Director		Executive Director	1	
Deputy Director		Deputy Director	4	
Total	0	Total	5	
Asian American:		Non-Asian American Faculty:		
Senior Associate Directors		Senior Associate Directors	1	
Associate Directors		Associate Directors	10	
Assistant Directors		Assistant Directors	14	
Total	0	Total	25	
Asian American (administrative) Support		Non-Asian American (administrative)		
staff:		Support staff:		
All administrative support staff		All administrative support staff	8	
Office and Clerical		Office and Clerical	0	
Para-professionals		Para-professionals	0	
Total	0	Total	8	

Grand total	0	Grand total	38

 $[{]m *Board}$ members not counted as staff.

2. As of June 30, 2016, provide the number of Asian Americans and non-Asian American staff t left the agency:	hat
Total non-Asian American staff that experienced separation from the agency	0
Total Asian American staff that experienced separation from the agency	0

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