



**Illinois African American Employment Plan
for Public Universities
Fiscal Year 2010**

Illinois Board of Higher Education
February 2011

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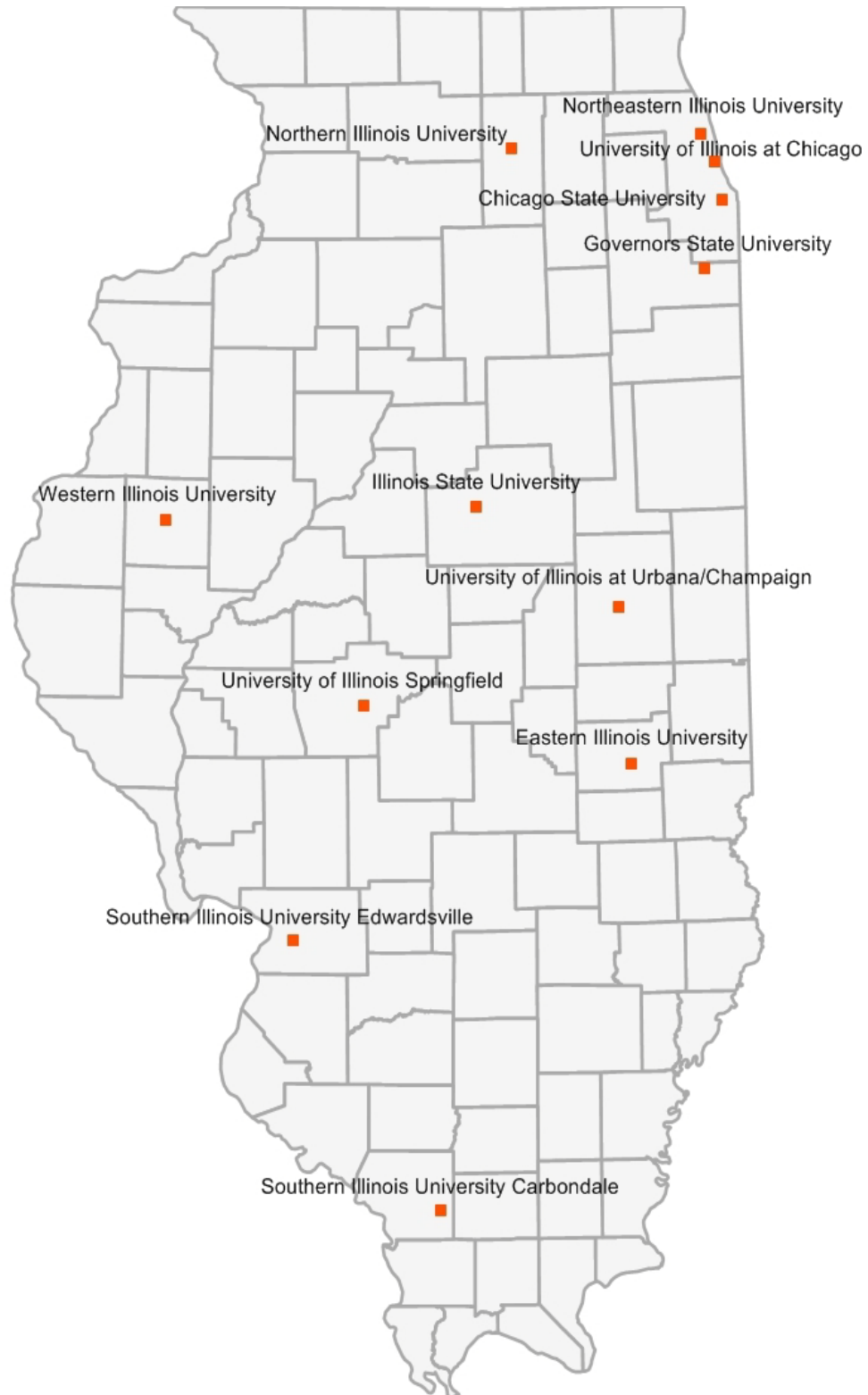
Introduction

Effective on January 1, 2011, Public Act 96-1341, the African American Employment Plan Act, requires public universities and community colleges to annually report to the General Assembly the progress on efforts to hire and promote African American faculty, administrative staff, and other employees at public colleges and universities. This report is required as part of a larger State African Americans Employment Plan.

The fall of 2010 was the first year of data collection for the African American Employment Plan for Higher Education. Plans are underway to form a committee made up of representatives from public universities and community colleges to advise the Illinois Board of Higher Education on the specific language and questions for all future reports.

Data collection was undertaken in consultation with appropriate institutional representatives. The Illinois Community College Board (ICCB) will submit a separate report for community colleges.

Map of Public Universities

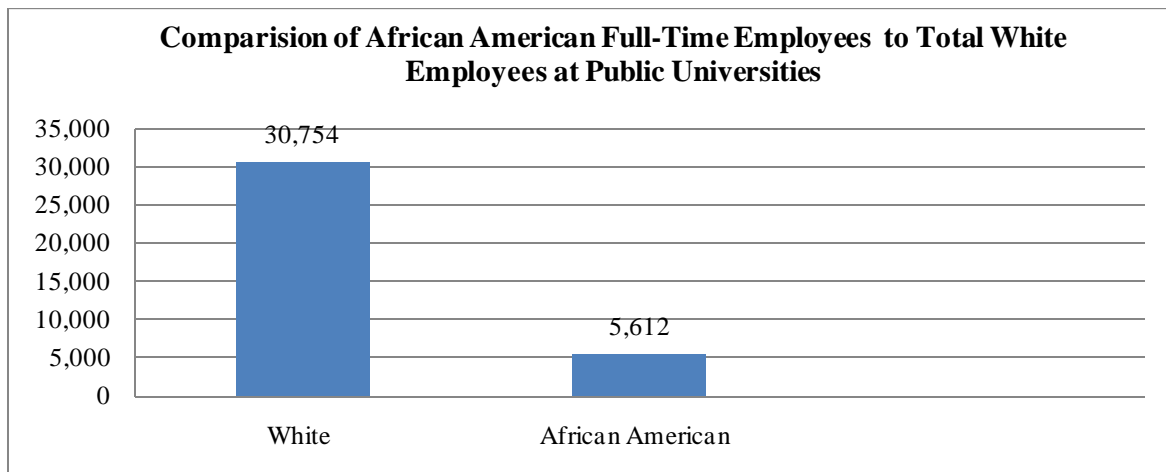


Overview

African American Employees at Public Universities and Illinois Board of Higher Education

Institution	Full-time African American Employees, in all Occupations
Chicago State University	664
Eastern Illinois University	63
Governors State University	83
Illinois State University	193
Northeastern Illinois University	357
Northern Illinois University	232
Southern Illinois University Carbondale	271
Southern Illinois University Edwardsville	289
U of I at Chicago	2,550
U of I at Urbana/Champaign	761
U of I Springfield	29
Western Illinois University	116
Illinois Board of Higher Education	4
Total: 5,612	

These numbers were reported by Illinois state universities in December 2010 and include full-time African American faculty, administration, professional, skilled, and office employees.



From 2009 IBHE Data and Self-Reporting 2010 State Universities African American Numbers

Overview of African American Employees, Total State and African American Population

The Chicago area has the largest concentration of African American population in Illinois. Current total state population stands at **12,910,409**. The 2010 census reveals that the African American population in Illinois stands at **1,923,651** or **14.9** percent of total population. Illinois state Universities report a total of **5,612** African American employees. There are **30,754** White employees at public universities. There are no African American university employees receiving bilingual pay.

Summary of Surveys

This survey was developed to reflect the employment patterns within public universities and specific outcomes with regard to African American employment. Public Act 96-1341 directed the Illinois Board of Higher Education to complete the first African American Employment Plan for higher education. The African American Employment Plan for Higher Education will be an annual report that will include information from each of the state's postsecondary institutions. The Illinois Community College Board will submit a separate report covering the state's 48 community colleges.

African American Employment Plan Survey Results

Chicago State University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
65	Tenured Faculty/Officials and Managers
71	Non-Tenured Faculty
186	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
342	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
153	Tenured Faculty/Officials and Managers
153	Non-Tenured Faculty
263	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
391	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time employees, part-time and leave of absence: 960

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these initiatives:

No

7. Provide FY09 budget allocation for above African American Employment initiative(s):

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

N/A

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

At this time, the University has not undertaken any African American employment strategies.

Eastern Illinois University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following does the institution Equal Employment Opportunity Commission categories:	
23	Tenured Faculty/Officials and Managers
4	Non-Tenured Faculty
0	Administrative Staff/Technicians
28	Professional Staff/Protective Service Workers
2	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
6	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
510	Tenured Faculty/Officials and Managers
191	Non-Tenured Faculty
328	Administrative Staff/Technicians
53	Professional Staff/Protective Service Workers
315	Office and Clerical/Para-Professionals
88	Skilled Craft Workers
309	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 1,794

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
3	Tenured Faculty/Officials and Managers
5	Non-Tenured Faculty
1	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
4	Office and Clerical/Para-Professionals
1	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Despite experiencing reductions in state appropriations, Eastern Illinois University (EIU) continued its support for proposals put forward from the departments related to initiatives for recruiting applications from individuals who were African-American, for encouraging finalists, who were African-American, to accept offers of employment, and for retaining these employees. Examples of this type of university support for the recruitment and employment of members of underrepresented groups have included funding: additional visits to the campus and the community by the candidates and his/her family members, additional support for start-up costs in teaching and research, additional support for professional development travel during the first year of employment, and additional support for the acquisition of equipment, software, and other items related to the new employee's professional development and research program. In addition, EIU expanded its outreach to groups, programs, and events that may serve or otherwise reach members of the African American community in Illinois and the nation. These efforts are detailed in 9a.

7. Provide FY09 budget allocation for above African American employment initiative(s):

EIU support for these initiatives also was available in FY09. Efforts are widespread, and budget support is dispersed.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

Administrators and other hiring agents receive training and regular briefings regarding Eastern's commitment to affirmative action and equal employment opportunities. At the beginning of the search processes, they are required to submit documents detailing specific recruiting efforts that will be carried out for the vacancy. Other members of the screening committee also have access to this plan and documentation. Later in the process, before the lists of candidates are finalized for interviews, hiring agents are required to document targeted recruiting efforts that occurred and to discuss the diversity of the qualified applicant pool. They also are required to submit information explaining how the candidates, who are proposed for interviews, are perceived to be more competitive than other applicants. They are required to discuss the status of applicants, who have identified themselves as African American on the EEO card, administered by the Civil Rights and Diversity Office. At the conclusion of the interviews, before offers of employment may be made, hiring agents are required to discuss in detail how any candidates, who may be African American, compared to others who were interviewed. In those instances, where it is found that hiring agents have not complied with these expectations in an appropriate manner, searches may be extended, reviews of candidates may be re-examined, or searches may be cancelled.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

In FY10, EIU carried out specific, additional steps beyond its already significant employee recruiting strategies to attract African Americans to apply for vacancies at the University, including, for example: Aggressively recruited alumni and students enrolled at the Historically Black Colleges and Universities, actively communicating information about the campus and employment opportunities. During FY10, EIU was recognized for these efforts. EIU was designated as No. 6 on the HBCU Connect Top 50 Employers of 2009. "Companies ranked in the listing demonstrated strength in the following areas: HBCU student and alumni recruitment, brand penetration in the HBCU community, and relationships with HBCU organizations," stated the HBCU journal publisher. EIU placed a full page advertisement that contained information about the University and its current and future employment opportunities in *Diverse Issues in Higher Education* (formerly *Black Issues in Higher Education*) on October 1, 2009. EIU placed a full page advertisement that contained information about the University and its current and future employment opportunities in the *Journal of Blacks in Higher Education* in the winter 2009/2010 edition. The University placed a page advertisement that contained information about EIU as well as current and future employment opportunities in the National Conference on Race and Ethnicity in American Higher Education (NCORE) program held on June 1-5, 2010. EIU was one of few campuses that recruited potential employees at the University of Illinois-Urbana Multicultural Career Fair which was held on October 15, 2009. Hiring agents and screening committee members are charged with carrying out and documenting extensive networking activities with potential applicants. They contact colleagues at campuses with large enrollments of African American students requesting that they encourage those students and employees to apply for EIU vacancies. The University regularly posts vacancies through the Illinois Committee on Black Concerns in Higher Education list service to its members. In addition to these efforts, the University also communicates with a wide array of sources that target other underrepresented groups, including Hispanics, Asians, Native Americans, veterans, and also persons with disabilities. Vacancy announcements are routinely placed in appropriate professional journals, professional list-services, and at professional conference recruiting tables. The University routinely advertises in sites which reach very wide audiences, such as the *Chronicle of Higher Education*, HigherEdJobs.com, *Inside Higher Education*, and regional and national newspapers. Vacancy announcements are communicated to members of the Alumni Association and also are posted on institutional websites. Retention and promotion is supported through an active Faculty Development Office that often focuses upon diversity issues, ongoing training about enhancing the campus climate and avoiding discrimination, and social/interpersonal activities coordinated through the Office of Minority Affairs. The retention of employees who are African American has been stable.

Governors State University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories :	
6	Tenured Faculty/Officials and Managers
3	Non-Tenured Faculty
10	Administrative Staff/Technicians
23	Professional Staff/Protective Service Workers
37	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
4	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories :	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories :	
82	Tenured Faculty/Officials and Managers
316	Non-Tenured Faculty
51	Administrative Staff/Technicians
189	Professional Staff/Protective Service Workers
189	Office and Clerical/Para-Professionals
20	Skilled Craft Workers
38	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 885

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these initiatives:

The recruitment of African American faculty and staff is budgeted with the recruitment of all faculty. In FY10, \$125,000 was allocated for the recruitment/search for faculty and administrative/professional staff.

7. Provide FY09 budget allocation for above African American employment initiative(s):

See the response to #6.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

Governors State University employs a human resources professional who is responsible for monitoring the search/recruitment process to ensure compliance with all state and federal equal opportunity laws and regulations in the interviewing and hiring process.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

African-Americans are targeted for recruitment through journals and professional organizations that serve African-Americans. In addition, African-Americans are recruited from Historically Black Colleges and Universities for faculty and administrative positions.

Illinois State University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
34	Tenured Faculty/Officials and Managers
16	Non-Tenured Faculty
4	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
17	Office and Clerical/Para-Professionals
1	Skilled Craft Workers
65	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
798	Tenured Faculty/Officials and Managers
613	Non-Tenured Faculty
190	Administrative Staff/Technicians
866	Professional Staff/Protective Service Workers
490	Office and Clerical/Para-Professionals
100	Skilled Craft Workers
478	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 3,535

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
5	Tenured Faculty/Officials and Managers
3	Non-Tenured Faculty
2	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
1	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any Employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Recruitment: Under the Underrepresented Group Faculty Retention Assistance Program, funds are made available to assist colleges in attracting individuals from underrepresented groups (African-American, Native American, Hispanic, Pacific Islander and Asian American) to faculty positions at Illinois State University (ISU). Under this University program administered through the Provost's Office, funds are made available for the first three years of employment of new faculty from underrepresented groups for the following purposes: a) support of professional development (e.g., professional travel, summer teaching support, research, equipment, graduate assistant support) for the new faculty member (up to \$8,000 annually); b) departmental costs associated with the professional development of the new faculty member (up to \$2,000 annually); and c) salary supplement for tenured faculty member designated as professional mentor for the new faculty member (up to \$1,000 annually). Expenditures for the Underrepresented Group Faculty Retention Assistance Program in fiscal year 2010 totaled \$54,000. Bilingual Initiatives: The University has not established a separate budget for Bilingual (Spanish-speaking option) initiatives.

7. Provide FY09 budget allocation for above African American Employment initiative(s):

Expenditures for the Underrepresented Group Faculty Retention Assistance program in fiscal year 2009 totaled \$21,000.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

All faculty and staff at ISU are offered the opportunity to participate in Search and Selection Committee training sessions provided by the Office of Human Resources. These training sessions detail the University's affirmative action recruitment, selection, and hiring process, and remind hiring authorities of their responsibility to attract highly-qualified candidates from traditionally underrepresented groups. In addition to these efforts, the Director of the Office of Equal Opportunity, Ethics, and Access regularly meets with the President of ISU to strategize on efforts to increase the number of highly-qualified African Americans employed at the University and meet affirmative action goals.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

The President of ISU places great emphasis on the recruitment, selection, and promotion of highly qualified African American applicants and employees. To this end, ISU maintains a close relationship with the following regional and national organizations: Academic Diversity Search, The Affirmative Action Register, Black Issues in Higher Education, Black MBA Association, Future Black Faculty Database, Historically Black Colleges and Universities Alumni Site, Illinois Committee on Black Concerns in Higher Education, National Society of Black Engineers, Diversifying Faculty in Illinois, Association of Black Academic Employees, Black Business

Alliance, Black History Project, and NAACP. The University also conducts outreach and provides employment vacancy notices to local churches, community organizations, and advocacy groups with strong ties to the regional African American population.

Northeastern Illinois University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
76	Tenured Faculty/Officials and Managers
53	Non-Tenured Faculty
40	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
158	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
21	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
265	Tenured Faculty/Officials and Managers
438	Non-Tenured Faculty
227	Administrative Staff/Technicians
16	Professional Staff/Protective Service Workers
426	Office and Clerical/Para-Professionals
3	Skilled Craft Workers
44	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 1,419

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any Employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Northeastern Illinois University (NEIU) does not have a budget specifically for recruitment of African American faculty. However, the University does make it a point to post employment announcements in diverse publications including African American outlets.

7. Provide FY09 budget allocation for above African American Employment initiative(s):
N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

NEIU created a Hiring Manual that spells out the hiring procedures. These procedures are designed to eliminate bias in the hiring process. The University's EEO Officer meets with each search and screen committee to explain our procedures and monitors them as they proceed.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

NEIU created a multicultural resource center that will boast an African American Center. Although the African American Center will not open until the fall, a director has been hired and has been creating linkages between her area and other areas in the University as well as the community.

Northern Illinois University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
17	Tenured Faculty/Officials and Managers
26	Non-Tenured Faculty
34	Administrative Staff/Technicians
75	Professional Staff/Protective Service Workers
35	Office and Clerical/Para-Professionals
1	Skilled Craft Workers
44	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
490	Tenured Faculty/Officials and Managers
736	Non-Tenured Faculty
327	Administrative Staff/Technicians
956	Professional Staff/Protective Service Workers
742	Office and Clerical/Para-Professionals
108	Skilled Craft Workers
531	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 3,890

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
4	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
7	Office and Clerical/Para-Professionals
4	Skilled Craft Workers
14	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

In addition to recruitment budgets utilized by the colleges and divisions of the University during FY10, at least \$80,000 was budgeted for recruitment initiatives through the Center for Diversity Resources and other employment areas.

7. Provide FY09 budget allocation for above African American employment initiative(s):

See previous response.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

Northern Illinois University (NIU) has a well-established commitment to diversity. An example of the scope of resources dedicated to diversity in general can be located at <http://www.niu.edu/diversity/>. Specifically, the University's faculty/staff search procedures ensure that all administrative staff engages in active recruitment strategies targeting the increase of African American employees among both the faculty and staff. During FY2010, and in accordance with the academic strategic planning implemented by the Office of the Provost and HR, a critical review of recruitment strategies, best practices, and search procedures was completed with the goal of developing a comprehensive training program for faculty search committees. This training initiative was conducted September 2010 among academic Department Chairs. Departments and Colleges will receive information regarding the African American Employment Initiative and training opportunities through the Institutions general search procedure training and workshops.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

NIU has well-established commitment diversity. An example of the scope of resources devoted to diversity in general can be located at <http://www.niu.edu/diversity/>. During the 2010 Fiscal year, the University continued to engage in active strategies to recruit African American faculty and staff. As evidenced via collaborative relations with the Office of the Provost and the Division of Student Affairs, NIU has taken a committed and active approach towards African American recruitment including development of the strategic plan as it relates to diverse recruitment and hiring, recruitment advertisements placed in African American community publications, and continued active affiliation with statewide minority and African American associations.

Southern Illinois University Carbondale

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
25	Tenured Faculty/Officials and Managers
71	Non-Tenured Faculty
11	Administrative Staff/Technicians
68	Professional Staff/Protective Service Workers
36	Office and Clerical/Para-Professionals
6	Skilled Craft Workers
54	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
523	Tenured Faculty/Officials and Managers
869	Non-Tenured Faculty
276	Administrative Staff/Technicians
581	Professional Staff/Protective Service Workers
716	Office and Clerical/Para-Professionals
174	Skilled Craft Workers
386	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 3,525

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
16	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
20	Office and Clerical/Para-Professionals
6	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Yes, recruitment initiatives for African Americans consist of a revolving fund designated to assist in supporting academic units with diversifying of SIUC.

7. Provide FY09 budget allocation for above African American employment initiative(s):

A corpus of funds was set aside beginning in 2001 for the specific purpose of supporting minority faculty hiring. This minority hiring initiative was designed to provide salary support at decreasing increments of 25%. This means that a minority faculty salary would be centrally supported at 100% in the first year of employment, 75% in the second year, 50% in the third year, and 25% in the fourth year. The rationale which continues to this day was that financial support for four years in a tenure-track line gave the department ample time to commit to continuous employment by finding funds to support the faculty line on their own. The recruitment of African American faculty is to strengthen the university efforts in diversifying SIUC.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

The Office of Associate Chancellor for Institutional Diversity works collaboratively with the Provost and Vice Chancellor and the Affirmative Action Office to ensure diverse search committees and on-site training. All search committees operating under the Provost and Vice Chancellor's Office are required to view a DVD on "How to Conduct a Good Faith Search" and to discuss the "Handbook on Hiring Diversity" to ensure faculty and staff openings for African Americans.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

There are African American initiatives in the University's Affirmative Action Plan, a Black Resource Center for faculty and staff usage, African American recruitment posting of jobs in diverse publications, minority recruitment and retention funds are utilized, and African American business manuals are established to disseminate to interested persons.

Southern Illinois University Edwardsville

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
19	Tenured Faculty/Officials and Managers
18	Non-Tenured Faculty
10	Administrative Staff/Technicians
103	Professional Staff/Protective Service Workers
120	Office and Clerical/Para-Professionals
3	Skilled Craft Workers
16	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
302	Tenured Faculty/Officials and Managers
337	Non-Tenured Faculty
88	Administrative Staff/Technicians
522	Professional Staff/Protective Service Workers
548	Office and Clerical/Para-Professionals
63	Skilled Craft Workers
236	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 2,096

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
4	Tenured Faculty/Officials and Managers
2	Non-Tenured Faculty
3	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
8	Office and Clerical/Para-Professionals
3	Skilled Craft Workers
7	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

The recruitment initiatives for African American faculty are accomplished at the department and/or unit level as part of their overall recruitment efforts.

7. Provide FY09 budget allocation for above African American Employment initiative(s):

Recruitment efforts of African American faculty and staff are part of the University's overall recruitment strategies to diversify its workforce. However, at this time we are unable to determine a specific amount spent on this initiative.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

The Office of Institutional Compliance in concert with the Office of Human Resources and the Office of General Counsel offer training programs throughout the year; which addresses our obligation regarding the African American Employment Plan.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

The University establishes placement goals for African American faculty and staff and uses African American and other minority recruiting resources. There are African American initiatives included in the University's Affirmative Action Plan. The University has membership in local NAACPs, Urban Leagues, and liaisons with Church community, liaisons with African American faculty, staff and students.

University of Illinois at Chicago

1. As of June 30, 2010, provide the number of African Americans employed within each of the following categories:	
246	Tenured Faculty/Officials and Managers
51	Non-Tenured Faculty
939	Administrative Staff/Technicians
470	Professional Staff/Protective Service Workers
421	Office and Clerical/Para-Professionals
34	Skilled Craft Workers
389	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
2353	Tenured Faculty/Officials and Managers
1476	Non-Tenured Faculty
4113	Administrative Staff/Technicians
2071	Professional Staff/Protective Service Workers
866	Office and Clerical/Para-Professionals
288	Skilled Craft Workers
677	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 11,844

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
22	Tenured Faculty/Officials and Managers
17	Non-Tenured Faculty
47	Administrative Staff/Technicians
35	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
14	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any Employment initiatives? If yes, provide FY10 budget allocation for each of these initiatives:

Yes, through the Underrepresented Faculty Recruitment Program. The FY10 budget allocation for African American faculty was \$1,286,233.

7. Provide FY09 budget allocation for above African American employment initiative(s):

Through the Underrepresented Faculty Recruitment Program, the FY09 budget allocation for African American faculty was \$1,395,600.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

We will include in Academic Hiring Training.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

The Underrepresented Faculty Recruitment Program (UFRP) is to help attract and retain a faculty that more closely resembles the University of Illinois at Chicago (UIC) student population. The UFRP is designed to encourage and assist colleges and departments that have selected underrepresented candidates for hire by providing funds toward salary and research. UFRP at UIC is an extension of the Minority Faculty Recruitment Program (MFRP), which has been operational since 1989 for hiring African-American, Latino, and Native American candidates to tenured or tenure-track positions. All 13 colleges at UIC have benefited from the MFRP since its inception. Since its inception, this program has augmented support for more than 200 faculty members and represents an investment of close to \$30 million. The Chancellor's Committee on the Status of Blacks (CCSB) may participate in an advisory capacity for outreach and recruitment resources.

University of Illinois at Urbana-Champaign

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
116	Tenured Faculty/Officials and Managers
179	Non-Tenured Faculty
27	Administrative Staff/Technicians
47	Professional Staff/Protective Service Workers
153	Office and Clerical/Para-Professionals
43	Skilled Craft Workers
196	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
2,778	Tenured Faculty/Officials and Managers
3,503	Non-Tenured Faculty
410	Administrative Staff/Technicians
645	Professional Staff/Protective Service Workers
1,823	Office and Clerical/Para-Professionals
573	Skilled Craft Workers
1,260	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 10,992

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
17	Tenured Faculty/Officials and Managers
7	Non-Tenured Faculty
13	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
13	Office and Clerical/Para-Professionals
7	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Yes, the following amount is for diverse and underrepresented faculty which includes African Americans: \$952,575

7. Provide FY09 budget allocation for above African American employment initiative(s):

The following amount is for diverse and underrepresented faculty which includes African Americans: \$1,389,067

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

The University of Illinois at Urbana-Champaign (UIUC) campus has an affirmative action plan for its faculty and staff employees. The plan requirements are consistent with the legislative mandates of the Employment Plan. As such, the institution's implementation of its Affirmative Action Plan complies with the terms of the African American Employment Plan.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

Pursuant to its affirmative action plan, the Office of Equal Opportunity and Access works closely with Staff Human Resources and human resource representatives to increase the representation of women and minorities in job groups in which they are underrepresented. Each college and administrative unit has an Equal Employment Opportunity Officer, who is chair of the EEO Committee. This committee is responsible for oversight of issues related to equal employment opportunity. Equal Employment Opportunity Officers work closely with Affirmative Action Officers, who are at the department level. Affirmative Action officers are responsible for implementing good faith efforts relating to recruitment and outreach to increase the diversity of applicant pools. Additionally, however, the campus has a strong commitment to diversity as represented by Inclusive Illinois: one campus, many voices. Inclusive Illinois is the campus' commitment to an inclusive living, learning, and working community. Each college and administrative unit on campus has an Inclusive Illinois representative who is responsible for being a resource for the unit on issues of diversity. The Office of Equal Opportunity and Access meets regularly with Affirmative Action Officers, Equal Employment Opportunity Officers, and Inclusive Illinois representatives to discuss compliance and diversity objectives and mandates. This structure is reflective of an institutional commitment to diversity, and implementation of the legislative mandates of the African American Employment Plan. The campus also works closely with the minority community in Champaign-Urbana with respect to employment opportunities.

University of Illinois Springfield

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
2	Tenured Faculty/Officials and Managers
6	Non-Tenured Faculty
3	Administrative Staff/Technicians
12	Professional Staff/Protective Service Workers
2	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
4	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
94	Tenured Faculty/Officials and Managers
110	Non-Tenured Faculty
104	Administrative Staff/Technicians
185	Professional Staff/Protective Service Workers
132	Office and Clerical/Para-Professionals
22	Skilled Craft Workers
72	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 719

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Not currently. It is under consideration. Regarding Section 5, number of underrepresented data and analysis is under review.

7. Provide FY09 budget allocation for above African American Employment initiative(s):

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

The Associate Chancellor for Access and Equal Opportunity meets with the Council of Deans, human resources managers, hiring supervisors, and all faculty and staff search committees, to ensure compliance with all applicable EEO and diversity mandates. Compliance objectives are also a mandated aspect of search, recruitment, interviewing, and selection employment processes.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

The University is establishing a Campus-Community Diversity Alliance, to create and strengthen partnerships and identify opportunities to recruit African American faculty and staff. We also will incorporate the State African American Faculty and Staff Employment Recruitment Plan as a dedicated aspect of existing and ongoing Affirmative Action plans. Trainee Programs also are under consideration as a tool for recruiting staff into key positions, including protective services.

Western Illinois University

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
51	Tenured Faculty/Officials and Managers
6	Non-Tenured Faculty
20	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
10	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
24	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
869	Tenured Faculty/Officials and Managers
225	Non-Tenured Faculty
212	Administrative Staff/Technicians
212	Professional Staff/Protective Service Workers
378	Office and Clerical/Para-Professionals
85	Skilled Craft Workers
216	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 2,197

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
2	Office and Clerical/Para-Professionals
1	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these Initiatives:

Western Illinois University (WIU) allocates funds to support our dual career recruitment and retention program. This program gives priority to dual career hires/retention issues that contribute to faculty/staff diversity.

7. Provide FY09 budget allocation for above African American Employment initiative(s):

The FY09 budget allocation was not spent on the initiative due to difficult budgetary circumstances.

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

All search committee members are required to meet with the AA/EO Officer to ensure that they understand their AA/EO responsibilities. All searches are monitored by the Equal Opportunity and Access office from the time of advertisement and recruitment through the employment offer.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

WIU continues to utilize targeted advertising and recruitment strategies by advertising in/with niche publications/organizations and requiring search committees to develop an advertising distribution plan which includes advertising in venues with known diverse audiences. In addition to the strategies already mentioned, we also offer a dissertation fellow program for traditionally underrepresented groups and we utilize the civil service trainee and learner programs to assist with diversifying the civil service workforce.

Illinois Board of Higher Education

1. As of June 30, 2010, provide the number of African Americans employed within each of the following Equal Employment Opportunity Commission categories:	
1	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
1	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

2. If applicable, as of June 30, 2010, provide the number of employees in Spanish-speaking option positions who receive bilingual pay employed within each of the following categories:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2010, provide the number of funded positions within each of the following Equal Employment Opportunity Commission categories:	
5	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
22	Professional Staff/Protective Service Workers
7	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

4. As of June 30, 2010, provide total number of institutional employees on board; include full-time, part-time, and leave of absence: 34

5. As of June 30, 2010, provide the number of underrepresented for African Americans by category:	
0	Tenured Faculty/Officials and Managers
0	Non-Tenured Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office and Clerical/Para-Professionals
0	Skilled Craft Workers
0	Service-Maintenance

6. Does your Institution provide budget allocations for recruitment of African American faculty or any employment initiatives? If yes, provide FY10 budget allocation for each of these initiatives:

No. As of June 30, 2010, the Illinois Board of Higher Education (IBHE) was at parity for employment of African Americans. In addition, IBHE is a small agency and as such has limited hiring opportunities and, therefore, does not have specific budget allocations for recruitment.

7. Provide FY09 budget allocation for above African American employment initiative(s):

N/A

8. What steps has your Institution undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO are complying with all legislative mandates of the African American Employment Plan?

Currently the IBHE is at parity for employment of African Americans. However, if number of underrepresented were to occur, the Human Resource Officer would work with management to recruit and hire African Americans to eliminate the number of underrepresented.

9. List all Institution activities undertaken in implementing the State African American Employment Plan:

9a. African American employment strategies (recruitment, internships, community linkages, development of an African American Faculty and Staff Employment Recruitment Plan):

When filling vacancies, the IBHE posts all vacancies using employment resources that are available to specifically recruit African American applicants.

2010 African American Employment Conclusion

Conclusion:

2010 was the first year for this report. The main objective for the 2010 report was to have a snapshot of the total number of African Americans working in public higher education in Illinois. For 2011, the African American Employment Plan for Higher Education may revise its survey to further align the report to the needs of higher education in Illinois. The Illinois Board of Higher Education will develop a planning committee. The committee will develop parameters for the African American survey.

