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BOARD OF HIGHER EDUCATION
Promoting An Educated Illinois

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

Fiscal Year 2014

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Dr. James Applegate, Executive Director

Illinois Board of Higher Education
431 East Adams, Second Floor
Springfield, Illinois 62701-1404

217/782-2551

TTY 888/261-2881

FAX 217/782-8548

www.ibhe.org

ILLINOIS ASIAN-AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

Introduction

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

Asian-Americans in Illinois Public Universities

The IBHE conducted a survey of the Illinois public universities to obtain the number of Asian-Americans employed as of June 30, 2014. The total number of Asian-American employees at public universities and IBHE in 2014 was 4135. The numbers for each campus are shown in the table below.

Asian-American Employees at Public Universities			
(full-time and part-time)			
	2012	2013	2014
Chicago State University	29	33	36
Eastern Illinois University	54	55	54
Governor State University	38	45	54
Illinois State University	103	106	104
Northeastern Illinois University	84	83	117
Northern Illinois University	205	185	201
Southern Illinois University - Carbondale	234	193	198
Southern Illinois University - Edwardsville	73	75	75
University of Illinois at Chicago	1,758	1792	2005
University of Illinois at Urbana/Champaign	801	904	1105
University of Illinois Springfield	37	43	49
University of Illinois System Administration	65	71	73
Western Illinois University	74	66	64
Board of Higher Education	0	0	0
Totals	3,556	3,651	4135
Increase or decrease from prior year		95	484
Percentage		2.67%	13.25%

In 2014, approximately 43 percent of the Asian-American employees at public universities are categorized as administrative support staff. The second largest category is faculty members with 50 percent of the total. Administrators, service and maintenance, and skilled craft workers make up the remainder of the 4,135 Asian-American employees. The breakdowns of the 2014 numbers by employee categories are provided in the table below.

2014 Asian American Employees in Public Universities by Employee

Category

	Faculty		Administrative Support Staff	Skilled Craft Workers	Service Maintenance	Totals
	Administrators	(Includes adjunct)				
Chicago State University	3	30	3	0	0	36
Eastern Illinois University	1	37	12	1	3	54
Governor State University	7	39	8	0	0	54
Illinois State University	8	69	21	0	6	104
Northeastern Illinois University	4	53	58	1	1	117
Northern Illinois University	12	126	52	0	11	201
Southern Illinois University - Carbondale	6	141	49	0	2	198
Southern Illinois University - Edwardsville	2	53	18	0	2	75
University of Illinois at Chicago	72	744	1177	2	10	2005
University of Illinois at Urbana/Champaign	61	704	295	2	43	1105
University of Illinois Springfield	3	33	12	0	1	49
University of Illinois System Administration	12	2	59	0	0	73
Western Illinois University	0	57	7	0	0	64
Board of Higher Education	0	0	0	0	0	0
Subtotals	191	2088	1771	6	79	4135
Percentage of Total	5%	50%	43%	0%	2%	100%

The 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 4135 Asian-Americans as of June 30, 2014. 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	<p>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.</p> <p>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.</p> <p>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.</p> <p>Departing Asian American employees are encouraged to complete an online survey that asks them about their perceptions of campus climate, solicits the identification of potential issues, and solicits suggestions for improving the campus. This information is analyzed and aggregated responses are shared with relevant departments.</p>
Governors State University	<p>It is the policy of Governors State University to implement effective recruitment of personnel that attract a qualified pool of candidates that reflect ethnic and gender diversity. Search committees are deliberately organized to be diverse and they must adhere to state and federal laws and guidelines 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 one of the most diverse faculty and staff among all of the state-supported institutions of higher education.</p> <p>All employees on their departure from the university are given the opportunity to complete an Exit Interview form.</p>

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: (continued)
Illinois State University	On an annual basis, Illinois State University prepares, distributes, and publically 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 Asian employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.
Northeastern Illinois University	Yes, the NEIU Office of Institutional Research generates data regarding all employees with respect to their race and ethnicity. The Affirmative Action Officer uses this information to monitor progress, and strategize with University Hiring Agents toward diversity representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential form identifying race/ethnicity, gender and disability.
Northern Illinois University	The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment of Asian American employees, monitor employment and departure of employees from the institution.
Southern Illinois University - Carbondale	<p>1. The Affirmative Action Plan for Southern Illinois University Carbondale calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The job groups "FF Skilled Crafts" and "GG Service/Maintenance" were found to be underutilized for Asian-American employees.</p> <p>SIUC has 0 Asian-American Skilled Crafts employees. Our availability was found to be 1.52% with an expected number of incumbents to be 2.5 Asian-American employees. The difference of the number expected to the number found would be 2.5 employees.</p> <p>SIUC also has 3 Asian-American Service/Maintenance employees which makes up 0.75% of that population. The availability was found to be 1.26% giving an expected number of incumbent to equal 5 employees. The difference between the expected to the number found is 2 Asian-American Service/Maintenance employees.</p> <p>2. FF Skilled Crafts is the EEOC occupation category with the greatest underutilization for Asian Americans.</p>

Southern Illinois University - Edwardsville	<p>1. SIUE calculates underutilization using the “whole persons” rule between the expected number of employees in a particular job group based on availability and any shortfall that exists in the job group. Out of 2436 employees, the total underutilization for Asian American employees is 13.</p> <p>2. SIUE does not use EEOC categories when calculating underutilization (or the categories listed above). The largest underutilizations by Job Group are “Other Professional” and “Technical/Paraprofessional.” There are 11 Asian American employees in “Other Professional” out of 561 total employees in the job group. There is a shortfall of 5 people. For “Technical/Paraprofessional”, there are 4 Asian employees out of 259 with a shortfall of 5 individuals. The “Technical/Paraprofessional” job group consists largely of civil service positions.</p>
University of Illinois at Chicago	<p>The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.</p>
Survey Question:	<p>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: (continued)</p>
University of Illinois at Urbana/Champaign	<p>Target Of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program. The Targets of Opportunity Program (TOP) is designed to support recruitment of outstanding faculty members who will enhance our institution’s strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veterans’ status in specific units on campus.</p> <p>CORE – Charged with reviewing and providing guidance in diversity efforts which includes faculty and staff.</p> <p>DRIVE – Faculty committee committed to the recruitment of underrepresented faculty at the University of Illinois. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois.</p> <p>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.</p>

University of Illinois Springfield	Yes, the Office of Access and Equal Opportunity monitors and advises recruitment strategies; and Human Resources conducts exit interviews for departing employees, including Asian and Asian American employees.
University of Illinois System Administration	Underutilization exists when there are fewer women and minorities (with requisite skills, knowledge, and abilities) employed in job groups than would be expected given their availability in the relevant labor pools. We use national, regional, and local census data.
Western Illinois University	<p>The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of Asian employees. Faculty and A&P positions are advertised in niche publication through the Office of Equal Opportunity and Access. Search committees also create an advertising distribution plan that includes diverse publications.</p> <p>The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees. The Workforce Diversity sub-committee of the University Diversity Council is currently in the process of finalizing a survey and procedure to collect exit information for faculty and A&P employees.</p>

Appendix B

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



Survey Responses, by Campus or Unit	
	Page #
Chicago State University	-1-
Eastern Illinois University	-5-
Governors State University	-9-
Illinois State University	-13-
Northeastern Illinois University	-17-
Northern Illinois University	-21-
Southern Illinois University Carbondale	-25-
Southern Illinois University Edwardsville	-29-
University of Illinois at Chicago	-33-
University of Illinois at Urbana/Champaign	-37-
University of Illinois Springfield	-41-
University of Illinois System Admin Unit	-45-
Western Illinois University	-49-
Board of Higher Education	-53-

Asian American Employment Plan for Higher Education

Section A.

Chicago State University

1. Is your institution an Asian American Serving Institution (AASI) with 10% or more of the students classified as an Asian American enabling the institution to apply for Title III Federal grants:

Y ☐ N ☒

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American on Board)	7
Total	0	Total	7
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	7
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	8
Directors of programs	2	Directors of programs	55
Total	3	Total	72
Asian American Faculty:		Non-Asian American Faculty:	
Full time tenured faculty	12	Full time tenured faculty	119
Full time non-tenured faculty	18	Full time non-tenured faculty	130
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	0	Adjunct faculty	0
Total	30	Total	249
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	0	All administrative support staff	23
Office and Clerical	0	Office and Clerical	51
Para-professionals	3	Para-professionals	81
Total	3	Total	155
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	35
Service – Maintenance	0	Service – Maintenance	118
Total	0	Total	153

Grand total	36	Grand total	636
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For 2014, total number of Asian American students	210	For 2014, total number of non-Asian American students	5491
Total		Total	

Total number of Asian American students that graduated in 2014	57	Total number of non-Asian American students that graduated in 2014	936
Total		Total	

3. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	0
Total non-Asian American that received tenure	10
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	26
Total Asian American faculty that experienced separation from the university	7

<p>5. 1) What is the total number of underutilization for Asian Americans?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?</p>
<p>The University utilizes its student population to gage the representation of employees within various positions and categories.</p> <p>1) Based on 2014 student enrollment and the workforce data as of June 30, 2014, There is no underutilization of Asian Americans. The total number of underutilization is zero (0).</p> <p style="padding-left: 40px;">Asian Americans Student enrollment – 3.86%</p> <p style="padding-left: 40px;">Asian Americans Workforce - 4.21%</p> <p>2) Not applicable</p> <p style="padding-left: 40px;">The University provides \$25,000 budget allocation for the overall recruitment of staff. It is the University's goal to increase the diversity of the staff, thus utilizing the funds to target underrepresented groups to encourage their application of interest for University positions.</p>

Section B

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

Yes No

6. Does your institution currently have an Asian American Resource Center (ARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input checked="" type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input checked="" type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never
13. How many Affirmative Action program positions are held by Asian American?		
Tenured faculty	0	
Part-time tenured faculty	0	
Full time non-tenured faculty	0	
Adjunct faculty	0	
Deans	0	
Directors	0	
Total	0	
Yes No		
14. For Asian American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> <input type="radio"/>
	Self-development training	<input checked="" type="radio"/> <input type="radio"/>
15. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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.

Section A.

Eastern Illinois University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants: Y ☒ N ☒

2. As of June 30, 2014, 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/Regents (Asian American on Board)		Board of Directors/Regents (Non-Asian American on Board)	
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)	10
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	14
Directors of Programs	1	Directors of Programs	132
Total	1	Total	158
Asian American Faculty:		Non-Asian American Faculty:	
Full time tenured faculty	17	Full time tenured faculty	283
Full time non-tenured faculty	9	Full time non-tenured faculty	89
Part-time faculty	9	Part-time faculty	23
Adjunct faculty	2	Adjunct faculty	159
Total	37	Total	554
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	5	All administrative support staff	298
Office and Clerical	7	Office and Clerical	214
Para-professionals	0	Para-professionals	15
Total	12	Total	527
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	116
Service – Maintenance	3	Service – Maintenance	214
Total	4	Total	330

Grand total	54	Grand total	1576
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For 2012, total number of Asian American students	80	For 2012, total number of non-Asian American students	8833
Total		Total	

Total number of Asian American students that graduated in 2012	23	Total number of non-Asian American students that graduated in 2012	2691
Total		Total	

3. As of June 30, 2012 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 that received tenure	24
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2011, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	15
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.

All Employees	Availability		Group Weight	Weighted	
	% Female	% Minority		% Female	% Minority
A&P	53.1%	16.2%	17.6%	9.3%	2.8%
Civil Service	52.9%	9.4%	47.3%	25.0%	4.4%
Faculty	49.6%	19.8%	35.1%	17.4%	6.9%
			100%	51.8%	14.2%

2. For Utilization data, please review our [AY 13-14 AAP](#).

3. How we interpret underutilization:

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 Asian 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 Asian Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of Asian Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.

Section B

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

	Yes	No	
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>	
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>	
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>	
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>	
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input checked="" type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input checked="" type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian American?			
Tenured faculty	11		
Part-time tenured faculty	0		
Full time non-tenured faculty	46		
Adjunct faculty	8		
Deans	0		
Directors	0		
Total	65		
	Yes	No	
13. For Hispanic Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
14. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%	

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

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

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

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

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

Departing Asian American employees are encouraged to complete an online survey that asks them about their perceptions of campus climate, solicits the identification of potential issues, and solicits suggestions for improving the campus. This information is analyzed and aggregated responses are shared with relevant departments.

****All employee numbers are based upon the Affirmative Action Plan snapshot date of October 15, 2014.**

Section A.

Governors State University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants: Y ☐ N ☒

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American on Board)	8
Total	0	Total	8
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	4
Deans (list all Deans titles)	0	Deans (list all Deans titles)	6
Directors of programs (list all director titles)	6	Directors of programs (list all director titles)	70
Total	7	Total	96
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	13	Full time tenured faculty	82
Full time non-tenured faculty	14	Full time non-tenured faculty	103
Part-time faculty	1	Part-time faculty	36
Adjunct faculty	11	Adjunct faculty	467
Total	39	Total	688
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	7	All administrative support staff	203
Office and Clerical	0	Office and Clerical	47
Para-professionals	1	Para-professionals	87
Total	8	Total	337
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	39
Total	0	Total	55

Grand total	54	Grand total	1184
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For 2014, total number of Asian American students	117	For 2014, total number of non-Asian American students	5,660
Total		Total	

Total number of Asian American students that graduated in 2014	32	Total number of non-Asian American students that graduated in 2014	1,615
Total		Total	

3. As of June 30, 2014 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	0
Total non-Asian American that received tenure	14
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	10
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?	
<p>The underutilization for Asian American is 97.0% when aggregated by job level category. For middle administrative/professional and civil service positions, we have the highest underutilization. This is due, in part, to the local and regional hiring market (which is below the national average in terms of Asian American population).</p>	

Section B

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input checked="" type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian American?	
Tenured faculty	13
Part-time tenured faculty	0
Full time non-tenured faculty	14
Adjunct faculty	11
Deans	0
Directors	6
Total	44

	Yes	No
13. For Asian American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> <input type="radio"/>
	Self-development training	<input checked="" type="radio"/> <input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%

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

It is the policy of Governors State University to implement effective recruitment of personnel that attract a qualified pool of candidates that reflect ethnic and gender diversity. Search committees are deliberately organized to be diverse and they must adhere to state and federal laws and guidelines 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 one of 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.

Section A.

Illinois State University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	Y <input checked="" type="radio"/>	N <input type="radio"/>
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2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American on Board)	6
Total	0	Total	6
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	16
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	3
Dean(s) (list all Deans titles)	1	Dean(s) (list all Deans title)	24
Directors of programs (all director titles)	6	Directors of programs (all director titles)	311
Total	8	Total	355
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	46	Full time tenured faculty	421
Full time non-tenured faculty	18	Full time non-tenured faculty	396
Part-time faculty	5	Part-time faculty	283
Adjunct faculty		Adjunct faculty	
Total	69	Total	1100
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	16	All administrative support staff	867
Office and Clerical	5	Office and Clerical	416
Para-professionals	0	Para-professionals	66
Total	21	Total	1349
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	125
Service – Maintenance	6	Service – Maintenance	453
Total	6	Total	578

Grand total	104	Grand total	3382
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For 2014, total number of Asian American students	401	For 2014, total number of non-Asian American students	19,871
Total		Total	

Total number of Asian American students that graduated in 2014	97	Total number of non-Asian American students that graduated in 2014	4,957
Total		Total	

3. As of June 30, 2014 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 that received tenure	30
Total non-Asian American that did not receive tenure	3

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	274
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?	
<p>1) 16% Total Minority Underutilization – Illinois State University’s Affirmative Action Plan does not distinguish University-wide underutilization on the basis of individual race. Instead, pursuant to OFCCP guidelines, the University calculates labor force underutilization by gender and total minority categories.</p> <p>2) Category 2B Non-Tenure Track Faculty</p>	

Section B

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

	Yes	No	
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input type="radio"/>	<input checked="" type="radio"/>	
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>	
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input type="radio"/>	
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input type="radio"/>	
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input type="radio"/>	
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input checked="" type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input type="radio"/> Quarter time	<input checked="" type="radio"/> Half time <input type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian American?			
Tenured faculty	46		
Part-time tenured faculty	0		
Full time non-tenured faculty	18		
Adjunct faculty	0		
Deans	1		
Directors	6		
Total	71		
	Yes	No	
13. For Hispanic Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

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

On an annual basis, Illinois State University prepares, distributes, and publically 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 Asian 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.

Section A.

Northeastern Illinois University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	Y <input checked="" type="radio"/>	N <input type="radio"/>
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2. As of June 30, 2014, 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/Regents (Asian American on Board)	1	Board of Directors/Regents (Non-Asian American on Board)	7
Total	1	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)	3
Provost/Chancellor	0	Provost/Chancellor	2
Dean(s)	0	Dean(s)	20
Directors of Programs	4	Directors of Programs	59
Total	4	Total	85
Asian American Faculty:		Non-Asian American Faculty:	
Full time tenured faculty	36	Full time tenured faculty	236
Full time non-tenured faculty	6	Full time non-tenured faculty	123
Part-time faculty	6	Part-time faculty	141
Adjunct faculty	5	Adjunct faculty	79
Total	53	Total	579
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	58	All administrative support staff	589
Office and Clerical		Office and Clerical	
Para-professionals		Para-professionals	
Total	58	Total	589
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	30
Service – Maintenance	1	Service – Maintenance	82
Total	2	Total	112

Grand total	117	Grand total	1,372
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For 2014, total number of Asian American students	950	For 2014, total number of non-Asian American students	9,863
Total		Total	

Total number of Asian American students that graduated in 2014	195	Total number of non-Asian American students that graduated in 2014	1,948
Total		Total	

3. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	2
Total Asian American faculty that did not receive tenure	0
Total non-Asian American that received tenure	11
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	10
Total Asian American faculty that experienced separation from the university	3

<p>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?</p>
<p>Northeastern Illinois University is currently developing an underutilization analysis and will supplement this report to properly respond to this two-part question.</p>

Section B

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

	Yes	No	
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>	
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
8. Is the center Director/Coordinator Asian American?	<input checked="" type="radio"/>	<input type="radio"/>	
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>	
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input checked="" type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full Time <input type="radio"/> Qt time	<input type="radio"/> Half Time <input checked="" type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian American?			
Tenured faculty	36		
Part-time tenured faculty	0		
Full time non-tenured faculty	6		
Adjunct faculty	5		
Deans	0		
Directors	4		
Total	51		
	Yes	No	
13. For Hispanic Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

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

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

Section A.

Northern Illinois University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	Y <input checked="" type="radio"/>	N <input type="radio"/>
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2. As of June 30, 2014, 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/Regents (Asian American on Board)	*	Board of Directors/Regents (Non-Asian American on Board)	*
Total		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)	23
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	10
Dean(s) (list all Deans titles)	3	Dean(s) (list all Deans title)	22
Directors of Programs (all titles)	7	Director of Programs (all titles)	267
Total	12	Total	323
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	67	Full time tenured faculty	443
Full time non-tenured faculty	46	Full time non-tenured faculty	335
Part-time faculty	13	Part-time faculty	250
Adjunct faculty	N/A	Adjunct faculty	N/A
Total	126	Total	1028
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	52	All administrative support staff	1416
Office and Clerical	6	Office and Clerical	312
Para-professionals	31	Para-professionals	650
Total	52	Total	1416
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	94
Service – Maintenance	11	Service – Maintenance	430
Total	11	Total	524

Grand total	201	Grand total	3291
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For 2014, total number of Asian American students	984	For 2014, total number of non-Asian American students	19627
Total		Total	

Total number of Asian American students that graduated in 2014	297	Total number of non-Asian American students that graduated in 2014	5004
Total		Total	

3. As of June 30, 2012 provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	6
Total Asian American faculty that did not receive tenure	0
Total non-Asian American that received tenure	28
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2011, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	9
Total Asian American faculty that experienced separation from the university	66

<p>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?</p>
<p>Each position vacancy is evaluated for current demographics and recruitment opportunities. Affirmative Action reviews the publicity plans for each vacancy to ensure proper advertising for optimal recruitment. In FY15, the department is looking at additional assistance and reporting capability for departments to enhance their recruitment efforts based on underutilization data.</p>

Section B

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AsianARC)?	<input checked="" type="radio"/>	<input type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input checked="" type="radio"/>	<input type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input checked="" type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian American?	
Tenured faculty	4
Part-time tenured faculty	3
Full time non-tenured faculty	2
Adjunct faculty	2
Deans	1
Directors	2
Total	14

	Yes	No
13. For Asian American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> <input type="radio"/>
	Self-development training	<input checked="" type="radio"/> <input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%

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

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

* Information not available

Section A.

Southern Illinois University Carbondale

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants: Y ☐ N ☐

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American on Board)	9
Total	0	Total	9
Asian American Administrators:		Non-Asian American Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	2
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	19
Dean(s) (list all Deans titles)	2	Dean(s) (list all Deans title)	27
Directors of programs (all director titles)	4	Directors of programs (all director titles)	253
Total	6	Total	302
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	75	Full time tenured faculty	395
Full time non-tenured faculty	58	Full time non-tenured faculty	562
Part-time faculty	8	Part-time faculty	109
Adjunct faculty	0	Adjunct faculty	12
Total	141	Total	1078
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	38	All administrative support staff	1281
Office and Clerical	5	Office and Clerical	838
Para-professionals	6	Para-professionals	504
Total	49	Total	2623
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	162
Service – Maintenance	2	Service – Maintenance	364
Total	2	Total	526

Grand total	198	Grand total	4538
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For 2012, total number of Asian American students	428	For 2012, total number of non- Asian American students	20275
Total		Total	

Total number of Asian American students that graduated in 2012	111	Total number of non-Asian American students that graduated in 2012	4856
Total		Total	

3. As of June 30, 2014 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	1
Total non-Asian American that received tenure	25
Total non-Asian American that did not receive tenure	7

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	159
Total Asian American faculty that experienced separation from the university	19

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?	
3.	<p>The Affirmative Action Plan for Southern Illinois University Carbondale calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The job groups “FF Skilled Crafts” and “GG Service/Maintenance” were found to be underutilized for Asian-American employees.</p> <p>SIUC has 0 Asian-American Skilled Crafts employees. Our availability was found to be 1.52% with an expected number of incumbents to be 2.5 Asian-American employees. The difference of the number expected to the number found would be 2.5 employees.</p> <p>SIUC also has 3 Asian-American Service/Maintenance employees which makes up 0.75% of that population. The availability was found to be 1.26% giving an expected number of incumbent to equal 5 employees. The difference between the expected to the number found is 2 Asian-American Service/Maintenance employees.</p>
4.	<p>FF Skilled Crafts is the EEOC occupation category with the greatest underutilization for Asian Americans.</p>

Section B

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

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

12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full Time <input type="radio"/> Qt time	<input type="radio"/> Half Time <input checked="" type="radio"/> Never
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13. How many Affirmative Action program positions are held by Asian American?	
Tenured faculty	69
Part-time tenured faculty	0
Full time non-tenured faculty	29
Adjunct faculty	0
Deans	1
Directors	6
Total	105

	Yes	No
13. For Hispanic Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>
14. What percentage of university employees are union?	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, have committees that monitor employment or 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.

Section A.

Southern Illinois University Edwardsville

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:			
		Y <input checked="" type="radio"/>	N <input type="radio"/>

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American on Board)	9
Total	0	Total	0
Asian American Administrators:		Non-Asian American Administrators:	
University President		University President	
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	8
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	9
Dean(s) (all titles)	1	Dean(s) (all title)	26
Directors	0	Directors – 37	55
Total	2	Total	98
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	31	Full time tenured faculty	263
Full time non-tenured faculty	18	Full time non-tenured faculty	314
Part-time faculty	4	Part-time faculty	275
Adjunct faculty	0	Adjunct faculty	0
Total	53	Total	852
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	11	All administrative support staff	505
Office and Clerical	3	Office and Clerical	356
Para-professionals	4	Para-professionals	250
Total	18	Total	1,111
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	62
Service – Maintenance	2	Service – Maintenance	238
Total	2	Total	300

Grand total	75	Grand total	2,361
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For 2014, total number of Asian American students Total	244	For 2014, total number of non-Asian American students Total	13,606
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Total number of Asian American students that graduated in 2014 Total	43	Total number of non-Asian American students that graduated in 2014 Total	3,050
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3. As of June 30, 2014 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 that received tenure	23
Total non-Asian American that did not receive tenure	0

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	42
Total Asian American faculty that experienced separation from the university	1

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?	
<p>1. SIUE calculates underutilization using the “whole persons” rule between the expected number of employees in a particular job group based on availability and any shortfall that exists in the job group. Out of 2436 employees, the total underutilization for Asian American employees is 13.</p> <p>2. SIUE does not use EEOC categories when calculating underutilization (or the categories listed above). The largest underutilizations by Job Group are “Other Professional” and “Technical/Paraprofessional.” There are 11 Asian American employees in “Other Professional” out of 561 total employees in the job group. There is a shortfall of 5 people. For “Technical/Paraprofessional”, there are 4 Asian employees out of 259 with a shortfall of 5 individuals. The “Technical/Paraprofessional” job group consists largely of civil service positions.</p>	

Section B

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

Yes No

6. Does your institution currently have an Asian American Resource Center (AsianARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input checked="" type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never
13. How many Affirmative Action program positions are held by Asian Americans?		
Tenured Faculty		
Part-time Tenured Faculty		
Full-time Tenured Faculty		
Adjunct Faculty		
Deans		
Directors		
Total	0	
Yes No		
13. For Asian American Employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> Yes <input type="radio"/> No
	Self-development training	<input checked="" type="radio"/> Yes <input type="radio"/> No
14. What percentage of university employees are union?	<input type="radio"/> More than 50% <input checked="" type="radio"/> Less than 50%	

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

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access, and Title IX Coordination (“EOA”) works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. When a job opening is available in an underrepresented job group, the search committee is made aware of any goals and required to develop a recruitment plan to address the goal.

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

Section A.

University of Illinois at Chicago

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

Y ☒ N ☐

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American 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)	4
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	24
Dean(s) (list all Deans titles)	9	Dean(s) (list all Deans titles)	86
Directors of programs (list all director titles)	62	Directors of programs (list all director titles)	673
Total	72	Total	787
Asian American Faculty:		Non-Asian American Faculty:	
Full time tenured faculty	138	Full time tenured faculty	699
Full time non-tenured faculty	347	Full time non-tenured faculty	941
Part-time faculty	242	Part-time faculty	821
Adjunct faculty	17	Adjunct faculty	227
Total	744	Total	2688
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	1072	All administrative support staff	3797
Office and Clerical	21	Office and Clerical	623
Para-professionals	84	Para-professionals	1626
Total	1177	Total	6046
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	137
Service – Maintenance	10	Service – Maintenance	592
Total	12	Total	729

Grand total	2005	Grand total	10250
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For 2014, total number of Asian American students	5,205	For 2014, total number of non-Asian American students	22,833
Total		Total	

Total number of Asian American students that graduated in 2014	1,163	Total number of non-Asian American students that graduated in 2014	5,859
Total		Total	

3. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	22
Total Asian American faculty that did not receive tenure	4
Total non-Asian American that received tenure	71
Total non-Asian American that did not receive tenure	2

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	86
Total Asian American faculty that experienced separation from the university	37

<p>5. 1) What is the total number of underutilization for Asian Americans?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?</p>															
<p>1. 56</p> <p>2.</p> <table border="1"> <thead> <tr> <th>Job Group</th><th>Description</th><th>Shortfall</th><th>Total Employees</th></tr> </thead> <tbody> <tr> <td>4Z</td><td>Other Technicians/Paraprofessionals</td><td>20</td><td>716</td></tr> <tr> <td>A3</td><td>Other Administrative-Academic</td><td>20</td><td>835</td></tr> </tbody> </table>				Job Group	Description	Shortfall	Total Employees	4Z	Other Technicians/Paraprofessionals	20	716	A3	Other Administrative-Academic	20	835
Job Group	Description	Shortfall	Total Employees												
4Z	Other Technicians/Paraprofessionals	20	716												
A3	Other Administrative-Academic	20	835												

Section B

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

	Yes	No	
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>	
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	X	<input type="radio"/>	
8. Is the center Director/Coordinator Asian American?	<input checked="" type="radio"/>	<input type="radio"/>	
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>	
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input checked="" type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	11		
Part-time tenured faculty	n/a		
Full time non-tenured faculty	n/a		
Adjunct faculty	n/a		
Deans	n/a		
Directors	n/a		
Total	11		
	Yes	No	
13. For Asian American employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

15. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian American employees, have committees that monitor employment or 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.

Section A.

University of Illinois at Urbana-Champaign

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:			
		Y <input checked="" type="radio"/>	N <input type="radio"/>

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American 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)	4	Provost/Chancellor (any title/position)	32
Dean(s) (list all Deans titles)	4	Dean(s) (list all Deans title)	109
Directors of programs (list all director titles)	53	Directors of programs (list all director titles)	890
Total	61	Total	1031
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	202	Full time tenured faculty	1142
Full time non-tenured faculty	334	Full time non-tenured faculty	930
Part-time faculty	164	Part-time faculty	464
Adjunct faculty	4	Adjunct faculty	108
Total	704	Total	2644
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	256	All administrative support staff	3273
Office and Clerical	20	Office and Clerical	1193
Para-professionals	19	Para-professionals	713
Total	295	Total	5179
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	571
Service – Maintenance	43	Service – Maintenance	1172
Total	45	Total	1743

Grand total	1105	Grand total	10597
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For 2014, total number of Asian American students	5,686	For 2014, total number of non-Asian American students	39,256
Total		Total	

Total number of Asian American students that graduated in 2014	1,287	Total number of non-Asian American students that graduated in 2014	10,751
Total		Total	

3. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	8
Total Asian American faculty that did not receive tenure	2
Total non-Asian American that received tenure	43
Total non-Asian American that did not receive tenure	5

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	69
Total Asian American faculty that experienced separation from the university	3

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?	
<p>1.291 out of 10605 (AAP Shortfall) Shortfall indicates the difference in “whole persons” between the expected number of employees in this category based on availability calculations and the actual number of individuals employed in this category. That is, if there were 291 additional Asian American employees (without changing the total number of employees), the total shortfall would be zero.</p> <p>2. University of Illinois at Urbana-Champaign does not utilized EEOC categories. See below for list of the top five job groups with largest shortfall for Civil Service, Academic Professional, and Faculty job groups.</p>	

JOBGRP	Employee Group	JOBGRPDSC	SHORTFALL Asian	Total Employees
5B3	Civil Service	Office Support Clericals Level 3	4	316
4B1	Civil Service	Engineering/Science Technician Level 1	4	77
4B2	Civil Service	Engineering/Science Technician Level 2	3	30
3D1	Civil Service	Systems/Network Professionals Level 1	3	7
3A2	Civil Service	Accounting/Finance Professionals Level 2	2	134
G3	AP	Educational Level 3	19	276
Z3	AP	State Surveys Level 3	19	244
R3	AP	Students Services Level 3	16	195
M3	AP	IT Systems Level 3	11	537
C3	AP	Bus/Finance Level 3	6	129
KLD1	Faculty	Food Science & Human Nutrition Professors	8	14
KNC1	Faculty	Educational Policy, Organization, and Leadership Professors	5	15
KPH1	Faculty	Mechanical Engineering Professors	5	32
KND1	Faculty	Educational Psychology Professors	5	15
KZD1	Faculty	Biochemistry Professors	4	7

Section B

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (Asian ARC)?	<input checked="" type="radio"/>	<input type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input checked="" type="radio"/>	<input type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input type="radio"/> Quarter time	<input checked="" type="radio"/> Half time <input type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian American?	
Tenured faculty	303
Part-time tenured faculty	10
Full time non-tenured faculty	101
Adjunct faculty	4
Deans	1
Directors	0
Total	409

Note: "Director" Titles for faculty members are not tracked in our Affirmative Action Plan. Faculty members with a "Director" appointment are listed with their faculty rank instead (Professor/Associate Professor/Assistant Professor)

	Yes	No
13. For Asian American employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> <input type="radio"/>
	Self-development training	<input checked="" type="radio"/> <input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%

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

Target Of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program. The Targets of Opportunity Program (TOP) is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veterans' status in specific units on campus.

CORE – Charged with reviewing and providing guidance in diversity efforts which includes faculty and staff.

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

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

Section A.

University of Illinois at Springfield

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	Y <input checked="" type="radio"/> N <input checked="" type="radio"/>
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2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American 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
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	14
Dean(s) (list all Deans titles)	1	Dean(s) (list all Deans title)	6
Directors of programs (list all director titles)	2	Directors of programs (list all director titles)	66
Total	3	Total	87
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	16	Full time tenured faculty	96
Full time non-tenured faculty	10	Full time non-tenured faculty	75
Part-time faculty	3	Part-time faculty	29
Adjunct faculty	4	Adjunct faculty	130
Total	33	Total	330
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	9	All administrative support staff	204
Office and Clerical	2	Office and Clerical	76
Para-professionals	1	Para-professionals	57
Total	12	Total	337
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	68
Total	1	Total	89

Grand total	49	Grand total	843
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For 2014, total number of Asian American students	198	For 2014, total number of non-Asian American students	4,939
Total		Total	

Total number of Asian American students that graduated in 2014	42	Total number of non-Asian American students that graduated in 2014	1,316
Total		Total	

3. As of June 30, 2014, provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	0
Total non-Asian American that received tenure	2
Total non-Asian American that did not receive tenure	1

4. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	6
Total Asian American faculty that experienced separation from the university	1

<p>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?</p>
<p>1.</p> <p>We have contracted with People Fluent, a firm doing business to provide underutilization data by EEOC occupational categories; although provision of this data has been impacted by staffing changes and shortfalls at UIS and People Fluent, we expect a complete report soon.</p> <p>2.</p>

Section B

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

	Yes	No	
6. Does your institution currently have an Asian American Resource Center (Asian ARC)?	<input type="radio"/>	<input checked="" type="radio"/>	
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>	
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input checked="" type="radio"/>	<input type="radio"/>	
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input checked="" type="radio"/>	<input type="radio"/>	
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input checked="" type="radio"/>	<input type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input checked="" type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	0		
Part-time tenured faculty	0		
Full time non-tenured faculty	0		
Adjunct faculty	0		
Deans	0		
Directors	0		
Total	0		
	Yes	No	
13. For Asian American employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	

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

Yes, the Office of Access and Equal Opportunity monitors and advises recruitment strategies; and Human Resources conducts exit interviews for departing employees, including Asian and Asian American employees.

Section A.

University of Illinois - University Administration

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	
Y <input checked="" type="radio"/>	N <input type="radio"/>

2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American 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)	34
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	0
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	0
Directors of programs (list all director titles)	11	Directors of programs (list all director titles)	240
Total	12	Total	275
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	0	Full time tenured faculty	0
Full time non-tenured faculty	2	Full time non-tenured faculty	2
Part-time faculty	0	Part-time faculty	1
Adjunct faculty	0	Adjunct faculty	1
Total	2	Total	4
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	51	All administrative support staff	670
Office and Clerical	8	Office and Clerical	165
Para-professionals	0	Para-professionals	25
Total	59	Total	860
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	73	Grand total	1140
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For 2014, total number of Asian American students Total	N/A	For 2014, total number of non-Asian American students Total	N/A
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Total number of Asian American students that graduated in 2014 Total	N/A	Total number of non-Asian American students that graduated in 2014 Total	N/A
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3. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	n/a
Total Asian American faculty that did not receive tenure	n/a
Total non-Asian American that received tenure	n/a
Total non-Asian American that did not receive tenure	n/a

4. As of June 30, 2014 provide the number of faculty that separated or left the university:	
Total non-Asian American faculty that experienced separation from the university	n/a
Total Asian American faculty that experienced separation from the university	n/a

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. The current affirmative action plan does not indicate an underutilization for Asian Americans. 2. University of Illinois Administration does not use EEOC occupational categories. In any case, the current AAP does not indicate an underutilization for Asian Americans.	

Section B

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (Asian ARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your Institution has an AARC does the center have a Director or coordinator that helps address the needs of Asian American students?	<input type="radio"/>	<input type="radio"/>
8. Is the center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>
10. Does the center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with both parents and students?	<input type="radio"/>	<input checked="" type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full time <input type="radio"/> Quarter time	<input type="radio"/> Half time <input checked="" type="radio"/> Never

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

*University Administration recruits for diversity candidates for all its positions in conjunction with its affirmative action plan and regardless of underutilization.

	Yes	No
13. For Asian American employees not a part of the tenure system at your institution what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/> <input type="radio"/>
	Self-development training	<input checked="" type="radio"/> <input type="radio"/>
14. What percentage of university employees are union?	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%

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

Underutilization exists when there are fewer women and minorities (with requisite skills, knowledge, and abilities) employed in job groups than would be expected given their availability in the relevant labor pools. We use national, regional, and local census data.

Section A.

Western Illinois University

1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:	Y <input checked="" type="radio"/> N <input checked="" type="radio"/>
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2. As of June 30, 2014, 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/Regents (Asian American on Board)	0	Board of Directors/Regents (Non-Asian American 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
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans title)	13
Directors of program (list all director titles)	0	Directors of program (list all director titles)	65
Total	0	Total	91
Asian American Faculty:		Non- Asian American Faculty:	
Full time tenured faculty	52	Full time tenured faculty	457
Full time non-tenured faculty	4	Full time non-tenured faculty	115
Part-time faculty	0	Part-time faculty	0
Adjunct faculty	1	Adjunct faculty	83
Total	57	Total	655
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	7	All administrative support staff	581
Office and Clerical	0	Office and Clerical	237
Para-professionals	0	Para-professionals	87
Total	7	Total	905
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	75
Service – Maintenance	0	Service – Maintenance	195
Total	0	Total	270

Grand total	64	Grand total	1929
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For 2014, total number of Asian American students	109	For 2014, total number of non-Asian American students	11349
Total		Total	

3. As of June 30, 2014 provide the number of faculty up for tenure at your institution:	
Total Asian American faculty that received tenure	5
Total Asian American faculty that did not receive tenure	0
Total non-Asian American that received tenure	26
Total non-Asian American that did not receive tenure	1

4. As of June 30, 2014, 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	2

<p>5. 1) What is the total number of underutilization for Asian Americans?</p> <p>2) In what EEOC occupational categories does the university have the greatest underutilization for Asian Americans?</p>
<p>1) 31</p> <p>2) Office & Clerical/Para-Professionals by number 15 (4.51%) Professional Staff/Protective Services by percentage 5.25% (13 by number)</p>

Section B

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

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

12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full Time <input type="radio"/> Qt time	<input type="radio"/> Half Time <input checked="" type="radio"/> Never
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13. How many Affirmative Action program positions are held by Asian American?	
Tenured faculty	0
Part-time tenured faculty	0
Full time non-tenured faculty	0
Adjunct faculty	0
Deans	0
Directors	0
Total	0

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

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

The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of Asian employees. Faculty and A&P positions are advertised in niche publication through the Office of Equal Opportunity and Access. Search committees also create an advertising distribution plan that includes diverse publications.

The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees. The Workforce Diversity sub-committee of the University Diversity Council is currently in the process of finalizing a survey and procedure to collect exit information for faculty and A&P employees.

Section A.

Illinois Board of Higher Education

1. As of June 30, 2014, 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 (Asian American on Board)		Board of Directors (Non-Asian American on Board)	
Total	1	Total	15
Asian American Administrators:		Non-Asian American Administrators:	
Executive Director	0	Executive Director	1
Deputy Directors	0	Deputy Directors	4
Total	0	Total	5
Asian American:		Non-Asian American:	
Senior Associate Directors	0	Senior Associate Directors	1
Associate Directors	0	Associate Directors	8
Assistant Directors	0	Assistant Directors	13
Total	0	Total	21
Asian American (administrative) Support staff:		Non-Asian American (administrative) Support staff:	
All administrative support staff	0	All administrative support staff	11
Office and Clerical	0	Office and Clerical	0
Para-professionals	0	Para-professionals	0
Total	0	Total	11

Grand total	0	Grand total	38
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2. As of June 30, 2014, provide the number of faculty that separated or left the university:	
Total non-Asian American staff that experienced separation from the agency/university	N/A
Total Asian American staff that experienced separation from the agency/university	N/A

3. 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. 0 2. None	