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*Promoting An Educated Illinois*

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

**May 2017**

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# ILLINOIS ASIAN-AMERICAN EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

## Introduction

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

## Asian Americans in Illinois Public Universities

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

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

University Board members not counted as faculty/staff

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

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

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

University Board members not counted as faculty/staff

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

## Summary

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

## **Appendix A**

Illinois Asian-American Employment Plan  
Narrative Responses by Public Universities

Survey Question:	Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian-American employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative:
<b>Chicago State University</b>	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.
<b>Eastern Illinois University</b>	<p>Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Asian American employees.</p> <p>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>
<b>Governors State University</b>	<p>Governors State University has a Diversity Advisory Council whose mission is to provide a coordinating function for diversity groups and issues on campus including serving as a clearinghouse for information and acting as a champion for diversity.</p> <p>The objectives of the Diversity Advisory Council will align most closely with the following goals and will focus on both employees and students:</p> <ul style="list-style-type: none"> <li>• Improve student success with an emphasis on enrollment, retention, graduation, transfer rates, and effective teaching and learning outcomes;</li> <li>• Improve success of minority, underrepresented, and under-prepared student populations in addition to closing the gap between high school and college performance;</li> <li>• Bringing the voice of the employee into the council and to act as a catalyst in building a more diverse work environment;</li> <li>• Improve workplace equality: an environment in which every individual has an equal opportunity to perform, develop, and advance;</li> <li>• Set goals and action plans in alignment with College's mission and strategic plan; and</li> <li>• Collect and analyze relevant data.</li> </ul>
<b>Illinois State University</b>	On an annual basis, Illinois State University prepares, distributes, and publicly presents and Affirmative Action Plan that details the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain Asian American employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.

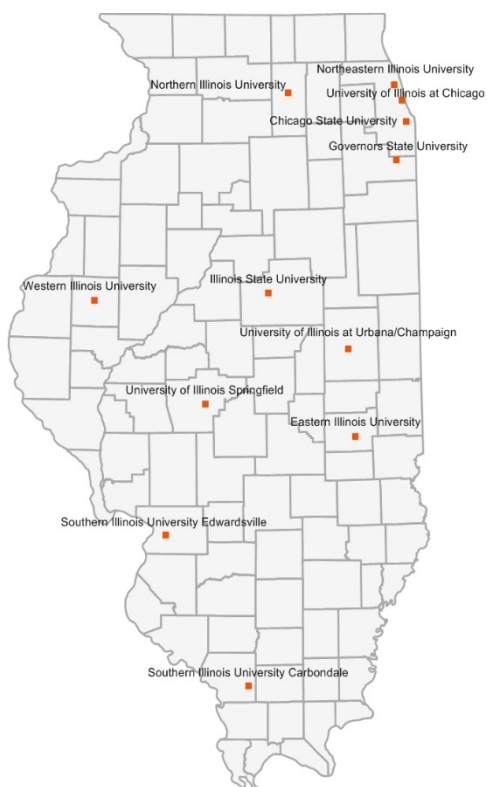
<b>Northeastern Illinois University</b>	The NEIU Office of Institutional Research and Assessment (IRA) generates data regarding all employees with respect to their race and ethnicity. The Affirmative Action Officer uses this information to monitor progress, and strategize with University Hiring Agents toward diversity representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential form identifying race/ethnicity, gender and disability.
<b>Northern Illinois University</b>	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, employment and departure of employees from the institution of Asian-American employees.
<b>Southern Illinois University Carbondale</b>	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.
<b>Southern Illinois University Edwardsville</b>	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 groups in which they are underrepresented. EOA conducts training for search committees for goal related positions to emphasize the need for increased recruitment and requires that search committees develop a thorough recruitment plan. Applicants are surveyed on the positions applied for and EOA monitors hiring and termination process.
<b>University of Illinois at Chicago</b>	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.
<b>University of Illinois at Urbana/Champaign</b>	<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 (TOP). The TOP is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veteran’s status in specific units on campus.</p> <p>CORE – Charged with reviewing and providing guidance in diversity efforts; including faculty and staff.</p> <p>DRIVE - Faculty committee committed to the recruitment and retention of underrepresented faculty at the Illinois campus. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois.</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>
<p><b>University of Illinois Springfield</b></p>	<p>The University regularly reviews efforts to outreach to, recruit and retain Asian-American employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.</p>
<p><b>University of Illinois System Administration</b></p>	<p>University Administration (UA) evaluates the selection process to ensure freedom from bias by reviewing job applications and other pre-employment forms to ensure information is job related; evaluating selection methods; training management and search committee members on interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.</p>
<p><b>Western Illinois University</b></p>	<p>The University prepares an annual Affirmative Action plan which shows underutilization and establishes goals for underutilized employee groups. The University does not have a survey for monitoring recruitment of Asian American employees. The Campus Climate and Programs sub-committee of the University Diversity Committee (UDC) has finalized a survey to assess campus climate which includes questions about the campus climate by demographic. The Workforce Diversity sub-committee of the UDC is working on an exit survey and procedure to collect information for faculty and administrative and professional positions.</p> <p>The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.</p>



## Appendix B

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



Survey Responses, by Campus or Unit	
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## Asian American Employment Plan for Higher Education

Chicago State University

### Section A

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

**2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	8
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	18
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	0	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	50
<b>Total</b>	1	<b>Total</b>	80
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	14	Full-time tenured faculty	113
Full-time non-tenured faculty	12	Full-time non-tenured faculty	97
Part-time faculty	10	Part-time faculty	105
Adjunct faculty	0	Adjunct faculty	0
<b>Total</b>	36	<b>Total</b>	315
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	8	All administrative support staff	179
Office and clerical	1	Office and clerical	61
Para-professionals	2	Para-professionals	125
<b>Total</b>	11	<b>Total</b>	365
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	54
Service – maintenance	0	Service – maintenance	75
<b>Total</b>	0	<b>Total</b>	129
<b>Grand Total</b>	<b>48</b>	<b>Grand Total</b>	<b>889</b>

For 2016, <b>total</b> number of Asian American students	143	For 2016, <b>total</b> number of non-Asian American students	4624
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<b>Total</b> number of Asian American students that graduated in 2016	106	<b>Total</b> number of non-Asian American students that graduated in 2016	843
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	0
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	3
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	16
Total Asian American faculty that experienced separation from the university	2

**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 University utilizes its student population to gage the representation of employees within various positions and categories. 1) Based on 2016 student enrollment and the workforce data as of June 30, 2016, there is no underutilization of Asian Americans. The total number of underutilization is zero (0). Asian Student enrollment – 2.99% Asian Workforce - 5.12%

2)

Not applicable based on student/employee ratio.

**Section B**

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

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

## Asian American Employment Plan for Higher Education

Eastern Illinois University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	13
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	0	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	57
<b>Total</b>	0	<b>Total</b>	75
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	26	Full-time tenured faculty	237
Full-time non-tenured faculty	8	Full-time non-tenured faculty	183
Part-time faculty	3	Part-time faculty	126
Adjunct faculty	0	Adjunct faculty	0
<b>Total</b>	37	<b>Total</b>	546
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	3	All administrative support staff	198
Office and clerical	1	Office and clerical	128
Para-professionals	0	Para-professionals	0
<b>Total</b>	4	<b>Total</b>	326
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	100
Service – maintenance	2	Service – maintenance	187
<b>Total</b>	2	<b>Total</b>	287
<b>Grand Total</b>	<b>43</b>	<b>Grand Total</b>	<b>1242</b>

For 2016, <b>total</b> number of Asian American students	86	For 2016, <b>total</b> number of non-Asian American students	7790
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<b>Total</b> number of Asian American students that graduated in 2016	21	<b>Total</b> number of non-Asian American students that graduated in 2016	2355
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	0
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	14
Total non-Asian American faculty that did not receive tenure	0

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

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

1)

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

2)

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

**Section B**

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>
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 type="radio"/>	<input checked="" type="radio"/>
10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?	<input type="radio"/>	<input checked="" type="radio"/>

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

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	26	Adjunct faculty	0
Part-time tenured faculty	1	Deans	0
Full-time non-tenured faculty	8	Directors	0
<b>Total</b>		35	

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

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

Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Asian American employees. Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity. During the review process, candidates, who are Asian American, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are Asian American, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts. The Human Resource Office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups, including Asian American. \*\* All employee numbers are based upon the Affirmative Action Plan snapshot for fall 2015.



## Asian American Employment Plan for Higher Education

Governors State University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	16
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	5
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	2	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	54
<b>Total</b>	3	<b>Total</b>	77
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	23	Full-time tenured faculty	132
Full-time non-tenured faculty	3	Full-time non-tenured faculty	62
Part-time faculty	1	Part-time faculty	36
Adjunct faculty	8	Adjunct faculty	388
<b>Total</b>	35	<b>Total</b>	618
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	7	All administrative support staff	207
Office and clerical	1	Office and clerical	108
Para-professionals	1	Para-professionals	47
<b>Total</b>	9	<b>Total</b>	362
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	16
Service – maintenance	0	Service – maintenance	38
<b>Total</b>	0	<b>Total</b>	54
<b>Grand Total</b>	<b>47</b>	<b>Grand Total</b>	<b>1111</b>

For 2016, <b>total</b> number of Asian American students	99	For 2016, <b>total</b> number of non-Asian American students	5,720
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<b>Total</b> number of Asian American students that graduated in 2016	182	<b>Total</b> number of non-Asian American students that graduated in 2016	1,478
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	0
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	4
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	27
Total Asian American faculty that experienced separation from the university	6

**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)

2)

Board of Trustees, Administrators, Crafts and Maintenance Workers.

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input checked="" type="radio"/> 1/4 time	
	<input checked="" type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	4	Adjunct faculty	4
Part-time tenured faculty	1	Deans	0
Full-time non-tenured faculty	3	Directors	1
<b>Total</b>		13	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input checked="" type="radio"/> More than 50%	<input type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>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 regarding non-discrimination. The search process is monitored by a Human Resource professional to assure that the candidates are evaluated on their qualifications for the position and that the search processes, including any evaluative tools and interview questions, do not have a discriminatory impact on any member of a protected class. As a result, Governors State University has the most diverse faculty and staff among all of the state-supported institutions of higher education. All employees on their departure from the university are given the opportunity to complete an Exit Interview Form.</p>			

## Asian American Employment Plan for Higher Education

Illinois State University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	15
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	23
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	9	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	282
<b>Total</b>	10	<b>Total</b>	324
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	61	Full-time tenured faculty	615
Full-time non-tenured faculty	8	Full-time non-tenured faculty	182
Part-time faculty	6	Part-time faculty	288
Adjunct faculty		Adjunct faculty	
<b>Total</b>	75	<b>Total</b>	1085
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	18	All administrative support staff	880
Office and clerical	6	Office and clerical	380
Para-professionals	0	Para-professionals	65
<b>Total</b>	24	<b>Total</b>	1325
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	137
Service – maintenance	8	Service – maintenance	461
<b>Total</b>	9	<b>Total</b>	598
<b>Grand Total</b>	<b>118</b>	<b>Grand Total</b>	<b>3340</b>

For 2016, <b>total</b> number of Asian American students	634	For 2016, <b>total</b> number of non-Asian American students	22362
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<b>Total</b> number of Asian American students that graduated in 2016	115	<b>Total</b> number of non-Asian American students that graduated in 2016	5110
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	4
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	31
Total non-Asian American faculty that did not receive tenure	1

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	135
Total Asian American faculty that experienced separation from the university	5

**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)

2B - Professionals NTT - 4.97% 2F - Professionals Computer/IT - 4.79% 2J -Professionals Lab Schools - 4.50%

2)

2B - Professionals Non-tenure Track - 4.97%

**Section B**

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?	<input type="radio"/>	<input checked="" type="radio"/>
8. Is the Center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>
10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?	<input type="radio"/>	<input checked="" type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	61	Adjunct faculty	0
Part-time tenured faculty	6	Deans	0
Full-time non-tenured faculty	8	Directors	10
<b>Total</b>		85	

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

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

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

## Asian American Employment Plan for Higher Education

Northeastern Illinois University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
Total	0	Total	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	4
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	17
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	3	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	58
Total	3	Total	81
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	39	Full-time tenured faculty	219
Full-time non-tenured faculty	5	Full-time non-tenured faculty	96
Part-time faculty	11	Part-time faculty	132
Adjunct faculty	5	Adjunct faculty	102
Total	60	Total	549
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	64	All administrative support staff	566
Office and clerical	0	Office and clerical	0
Para-professionals	0	Para-professionals	0
Total	64	Total	566
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	1	Any and all skilled craft workers	28
Service – maintenance	1	Service – maintenance	78
Total	2	Total	106
<b>Grand Total</b>	129	<b>Grand Total</b>	1310

For 2016, <b>total</b> number of Asian American students	866	For 2016, <b>total</b> number of non-Asian American students	9025
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<b>Total</b> number of Asian American students that graduated in 2016	182	<b>Total</b> number of non-Asian American students that graduated in 2016	2001
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	3
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	21
Total non-Asian American faculty that did not receive tenure	0

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

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

1)

Northeastern Illinois University continues to follow the underutilization data in the 2015 Affirmative Action Plan (<http://www.neiu.edu/about/sites/neiu.edu/about/files/documents/2015/05/Affirmative%20Action%20Plan.pdf>). NEIU has compared the percentage of minorities in each job group with the rates of availability determined for those job groups in the previous analysis. Where the percentage of minorities is less than would reasonably be expected given their availability, a placement goal has been established. Good faith efforts are routinely made to increase representation of minorities in all cases where representation is less than availability. The University has used the 80% method with the application of the one-person rule when making its determinations as to whether the percentage of minorities was less than would reasonably be expected given their availability.

2)

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



**Section B**

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

		Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?		<input checked="" type="radio"/>	<input type="radio"/>
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 parents and students?		<input type="radio"/>	<input checked="" type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?		<input type="radio"/> Full-time	<input type="radio"/> 1/4 time
		<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	39	Adjunct faculty	5
Part-time tenured faculty	11	Deans	0
Full-time non-tenured faculty	5	Directors	3
<b>Total</b>		63	
		Yes	No
11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?		Employees ladder enhancement	<input type="radio"/>
		Self-development training	<input checked="" type="radio"/>
12. What percentage of university employees are union?		<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Yes, the NEIU Office of Institutional Research and Assessment (IRA) generates data regarding all employees with respect to their race and ethnicity. The Affirmative Action Officer uses this information to monitor progress and strategize with University Hiring Agents toward diversity representative of our region. Moreover, every NEIU job applicant is asked to fill out a confidential form identifying race/ethnicity, gender and disability.</p>			

## Asian American Employment Plan for Higher Education

Northern Illinois University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	*	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	*
Total		Total	
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	27
<input style="width: 100%;" type="text"/>		<input style="width: 100%;" type="text"/>	
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	7
<input style="width: 100%;" type="text"/>		<input style="width: 100%;" type="text"/>	
Dean(s) (list all Deans titles)	2	Dean(s) (list all Deans titles)	22
<input style="width: 100%;" type="text"/>		<input style="width: 100%;" type="text"/>	
Directors of programs (list all director titles)	8	Directors of programs (list all director titles)	267
<input style="width: 100%;" type="text"/>		<input style="width: 100%;" type="text"/>	
Total	12	Total	323
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	68	Full-time tenured faculty	424
Full-time non-tenured faculty	46	Full-time non-tenured faculty	319
Part-time faculty	16	Part-time faculty	301
Adjunct faculty	NA	Adjunct faculty	NA
Total	130	Total	1044
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	42	All administrative support staff	801
Office and clerical	7	Office and clerical	334
Para-professionals	14	Para-professionals	255
Total	63	Total	1390
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	110
Service – maintenance	13	Service – maintenance	470
Total	13	Total	580
<b>Grand Total</b>	<b>218</b>	<b>Grand Total</b>	<b>3337</b>

For 2016, <b>total</b> number of Asian American students	939	For 2016, <b>total</b> number of non-Asian American students	18076
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<b>Total</b> number of Asian American students that graduated in 2016	277	<b>Total</b> number of non-Asian American students that graduated in 2016	5021
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	1
Total non-Asian American faculty that received tenure	21
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	40
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?**

1)

Each position vacancy is evaluated for current demographics and recruitment opportunities. Affirmative Action reviews the publicity plans for each vacancy to ensure proper advertising for optimal recruitment. In FY16, the department is looking at additional assistance and reporting capability for departments to enhance their recruitment efforts based on underutilization data.

2)

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

**Section B**

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

	Yes	No
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 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 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"/> 1/4 time
	<input type="radio"/> 1/2 time	<input type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	4	Adjunct faculty	NA
Part-time tenured faculty	3	Deans	1
Full-time non-tenured faculty	2	Directors	2
<b>Total</b>		12	

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

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

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

## Asian American Employment Plan for Higher Education

Southern Illinois University Carbondale

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	7
<b>Total</b>	0	<b>Total</b>	7
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	17
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	4	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	26
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	6	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	255
<b>Total</b>	10	<b>Total</b>	300
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	76	Full-time tenured faculty	392
Full-time non-tenured faculty	67	Full-time non-tenured faculty	564
Part-time faculty	7	Part-time faculty	128
Adjunct faculty	0	Adjunct faculty	3
<b>Total</b>	150	<b>Total</b>	1087
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	32	All administrative support staff	1291
Office and clerical	2	Office and clerical	800
Para-professionals	6	Para-professionals	496
<b>Total</b>	40	<b>Total</b>	2787
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	161
Service – maintenance	3	Service – maintenance	348
<b>Total</b>	3	<b>Total</b>	509
<b>Grand Total</b>	<b>203</b>	<b>Grand Total</b>	<b>4490</b>

For 2016, <b>total</b> number of Asian American students	396	For 2016, <b>total</b> number of non-Asian American students	19176
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<b>Total</b> number of Asian American students that graduated in 2016	94	<b>Total</b> number of non-Asian American students that graduated in 2016	4475
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	4
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	24
Total non-Asian American faculty that did not receive tenure	2

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	71
Total Asian American faculty that experienced separation from the university	7

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

1)  
The Affirmative Action Plan for Southern Illinois University calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The job groups "EE Technical and Paraprofessional", "FF Skilled Crafts" and "GG Service/Maintenance" were found to be underutilized for Asian-American employees. SIUC has 3 Asian-American Technical and Paraprofessional employees which is 1.4778% of this population.. Our availability was found to be 2.2173% with an expect number of incumbents to be 4.5 Asian-American employees. The difference of the number expected to the number found would 1.5 employees. SIUC has 0 Asian-American Skilled Crafts employees. Our availability was found to be 1.5729% with an expect number of incumbents to be 2.7 Asian-American employees. The difference of the number expected to the number found would 2.7 employees. SIUC also has 4 Asian-American Service/Maintenance employees which is 1.0444% of this population. Our availability was found to be 1.3225% giving an expected number of incumbent to equal 5.1 employees. The difference between the expected to the number found is 1.1 Asian-American Service/Maintenance employees.

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

**Section B**

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

	Yes	No	
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 parents and students?	<input type="radio"/>	<input checked="" type="radio"/>	
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never	
13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	0	Directors	0
<b>Total</b>		0	

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

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

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.

## Asian American Employment Plan for Higher Education

Southern Illinois University Edwardsville

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)		<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	
Total	0	Total	7
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	4
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	10
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	2	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	21
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	0	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	42
Total	2	Total	78
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	39	Full-time tenured faculty	282
Full-time non-tenured faculty	24	Full-time non-tenured faculty	260
Part-time faculty	11	Part-time faculty	229
Adjunct faculty		Adjunct faculty	
Total	74	Total	771
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	10	All administrative support staff	529
Office and clerical	4	Office and clerical	352
Para-professionals	4	Para-professionals	263
Total	18	Total	1144
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	63
Service – maintenance	2	Service – maintenance	247
Total	2	Total	310
<b>Grand Total</b>	<b>96</b>	<b>Grand Total</b>	<b>2303</b>



For 2016, <b>total</b> number of Asian American students	266	For 2016, <b>total</b> number of non-Asian American students	13,999
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<b>Total</b> number of Asian American students that graduated in 2016	61	<b>Total</b> number of non-Asian American students that graduated in 2016	3,035
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	6
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	20
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	39
Total Asian American faculty that experienced separation from the university	5

**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)

SIUE calculates underutilization using the 80% rule in combination with the "whole person" rule between the expected number of employees in a particular job group based on availability and any shortfall that exists in the job group. The total underutilization for Asian American employees is 49.

2)

SIUE does not use EEOC Categories when calculating underutilization (or the categories above). The largest underutilization by Job Group are "Other Professional" and "Technical/Paraprofessional." There are six (6) Asian American employees in the "Other Professional" out of 420 total employees in the job group. There is a shortfall of 8 employees. For "Technical/Paraprofessional," there are Four (4) Asian American employees out of 137 with a shortfall of 3 individuals.

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input type="radio"/>	<input checked="" type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time <input type="radio"/> Never	
	<input type="radio"/> 1/2 time		
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty		Adjunct faculty	
Part-time tenured faculty		Deans	
Full-time non-tenured faculty		Directors	
<b>Total</b>		0	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%	<input checked="" type="radio"/> Less than 50%	
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. EOA conducts training for search committees for goal related positions to emphasize the need for increased recruitment and requires that search committees develop a thorough recruitment plan. Applicants are surveyed how they learned of the position they applied to evaluate how successful candidates learned of the job. EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.</p>			

## Asian American Employment Plan for Higher Education

University of Illinois at Chicago

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input checked="" type="radio"/> Yes    <input type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
<b>Total</b>	0	<b>Total</b>	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	2	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	34
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	7	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	91
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	67	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	651
<b>Total</b>	76	<b>Total</b>	779
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	148	Full-time tenured faculty	679
Full-time non-tenured faculty	355	Full-time non-tenured faculty	918
Part-time faculty	271	Part-time faculty	778
Adjunct faculty	18	Adjunct faculty	262
<b>Total</b>	792	<b>Total</b>	2,637
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	1,124	All administrative support staff	3,958
Office and clerical	18	Office and clerical	584
Para-professionals	92	Para-professionals	1,624
<b>Total</b>	1,234	<b>Total</b>	6,166
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	2	Any and all skilled craft workers	141
Service – maintenance	10	Service – maintenance	644
<b>Total</b>	12	<b>Total</b>	785
<b>Grand Total</b>	<b>2,114</b>	<b>Grand Total</b>	<b>10,366</b>

For 2016, <b>total</b> number of Asian American students	5,424	For 2016, <b>total</b> number of non-Asian American students	23,696
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<b>Total</b> number of Asian American students that graduated in 2016	1,289	<b>Total</b> number of non-Asian American students that graduated in 2016	6,104
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	17
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	55
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	101
Total Asian American faculty that experienced separation from the university	32

**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)

2)

N/A

**Section B**

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

		Yes	No
<b>6. Does your institution currently have an Asian American Resource Center (AARC)?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>8. Is the Center Director/Coordinator Asian American?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?</b>		<input checked="" type="radio"/>	<input type="radio"/>
<b>12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?</b>	<input checked="" type="radio"/> Full-time	<input type="radio"/> 1/4 time	
	<input type="radio"/> 1/2 time	<input type="radio"/> Never	
<b>13. How many Affirmative Action program positions are held by Asian Americans?</b>			
Tenured faculty	125	Adjunct faculty	14
Part-time tenured faculty	5	Deans	0
Full-time non-tenured faculty	129	Directors	18
<b>Total</b>		291	
		Yes	No
<b>11. For Asian American employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?</b>	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input checked="" type="radio"/>	<input type="radio"/>
<b>12. What percentage of university employees are union?</b>	<input type="radio"/> More than 50%		<input checked="" type="radio"/> Less than 50%
<b>13. Does the institution conduct internal studies, have surveys for monitoring the recruitment of Asian Americans employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:</b>			
<p>The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.</p>			

## Asian American Employment Plan for Higher Education

University of Illinois at Springfield

### Section A

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

**2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:**

<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
<b>Total</b>	0	<b>Total</b>	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	13
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	1	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	67
<b>Total</b>	3	<b>Total</b>	84
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	16	Full-time tenured faculty	88
Full-time non-tenured faculty	13	Full-time non-tenured faculty	82
Part-time faculty	4	Part-time faculty	27
Adjunct faculty	5	Adjunct faculty	106
<b>Total</b>	38	<b>Total</b>	303
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	11	All administrative support staff	227
Office and clerical	1	Office and clerical	69
Para-professionals	1	Para-professionals	52
<b>Total</b>	13	<b>Total</b>	348
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	21
Service – maintenance	1	Service – maintenance	64
<b>Total</b>	1	<b>Total</b>	85
<b>Grand Total</b>	<b>55</b>	<b>Grand Total</b>	<b>820</b>

For 2016, <b>total</b> number of Asian American students	193	For 2016, <b>total</b> number of non-Asian American students	5,235
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<b>Total</b> number of Asian American students that graduated in 2016	57	<b>Total</b> number of non-Asian American students that graduated in 2016	1,698
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	1
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	2
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	6
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?**

1)

That data is currently being developed.

2)

To be determined.

**Section B**

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

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



## Asian American Employment Plan for Higher Education

University of Illinois at Urbana-Champaign

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
<b>Total</b>	0	<b>Total</b>	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	0
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	2	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	33
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	3	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	99
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	58	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	938
<b>Total</b>	63	<b>Total</b>	1,070
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	214	Full-time tenured faculty	1,117
Full-time non-tenured faculty	364	Full-time non-tenured faculty	1,070
Part-time faculty	135	Part-time faculty	368
Adjunct faculty	9	Adjunct faculty	183
<b>Total</b>	722	<b>Total</b>	2,738
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	291	All administrative support staff	3,306
Office and clerical	19	Office and clerical	1,123
Para-professionals	19	Para-professionals	687
<b>Total</b>	329	<b>Total</b>	5,116
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	3	Any and all skilled craft workers	532
Service – maintenance	34	Service – maintenance	1,069
<b>Total</b>	37	<b>Total</b>	1,601
<b>Grand Total</b>	1,151	<b>Grand Total</b>	10,521

For 2016, <b>total</b> number of Asian American students	6,994	For 2016, <b>total</b> number of non-Asian American students	39,957
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<b>Total</b> number of Asian American students that graduated in 2016	1,592	<b>Total</b> number of non-Asian American students that graduated in 2016	10,777
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	19
Total Asian American faculty that did not receive tenure	2
Total non-Asian American faculty that received tenure	61
Total non-Asian American faculty that did not receive tenure	2

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	98
Total Asian American faculty that experienced separation from the university	5

**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)

See attached spreadsheet.

2)

See attached spreadsheet.

**Section B**

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

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input checked="" type="radio"/>	<input type="radio"/>
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 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"/> 1/4 time
	<input checked="" type="radio"/> 1/2 time	<input type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	314	Adjunct faculty	5
Part-time tenured faculty	10	Deans	2
Full-time non-tenured faculty	97	Directors	0
<b>Total</b>		428	

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

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

Target of Opportunity Program (TOP)- The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The TOP is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veterans status in specific units on campus. The Diversity Realized at Illinois by Visioning Excellence (DRIVE) Committee is a committee committed to the recruitment and retention of underrepresented faculty at the Illinois campus. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois. 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.

## Asian American Employment Plan for Higher Education

University of Illinois Administration

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	12
<b>Total</b>	0	<b>Total</b>	12
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	26
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	11	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	223
<b>Total</b>	12	<b>Total</b>	250
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	0	Full-time tenured faculty	0
Full-time non-tenured faculty	0	Full-time non-tenured faculty	2
Part-time faculty	0	Part-time faculty	1
Adjunct faculty	0	Adjunct faculty	1
<b>Total</b>	0	<b>Total</b>	4
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	47	All administrative support staff	564
Office and clerical	4	Office and clerical	127
Para-professionals	0	Para-professionals	28
<b>Total</b>	51	<b>Total</b>	719
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	0
Service – maintenance	0	Service – maintenance	1
<b>Total</b>	0	<b>Total</b>	1
<b>Grand Total</b>	<b>63</b>	<b>Grand Total</b>	<b>974</b>

For 2016, <b>total</b> number of Asian American students	N/A	For 2016, <b>total</b> number of non-Asian American students	N/A
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<b>Total</b> number of Asian American students that graduated in 2016	N/A	<b>Total</b> number of non-Asian American students that graduated in 2016	N/A
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	n/a
Total Asian American faculty that did not receive tenure	n/a
Total non-Asian American faculty that received tenure	n/a
Total non-Asian American faculty that did not receive tenure	n/a

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
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 Statute of *State of Illinois Asian American Employment Plan*

	Yes	No
6. Does your institution currently have an Asian American Resource Center (AARC)?	<input type="radio"/>	<input checked="" type="radio"/>
7. If your institution has an AARC, does the center have a Director or Coordinator that helps address the needs of Asian American Students?	<input type="radio"/>	<input checked="" type="radio"/>
8. Is the Center Director/Coordinator Asian American?	<input type="radio"/>	<input checked="" type="radio"/>
9. Is the center Director/Coordinator fluent in any of the Asian languages or dialects?	<input type="radio"/>	<input checked="" type="radio"/>
10. Does the Center Director/Coordinator assist in the recruitment of Asian American students?	<input type="radio"/>	<input checked="" type="radio"/>
11. Does the university currently employ culturally competent Asian American recruiters enabling them to communicate and interact with parents and students?	<input type="radio"/>	<input checked="" type="radio"/>
12. How much time are Asian American recruiters utilized to address the needs of Asian students or their parents?	<input type="radio"/> Full-time	<input type="radio"/> 1/4 time
	<input type="radio"/> 1/2 time	<input checked="" type="radio"/> Never

13. How many Affirmative Action program positions are held by Asian Americans?			
Tenured faculty	n/a	Adjunct faculty	n/a
Part-time tenured faculty	n/a	Deans	n/a
Full-time non-tenured faculty	n/a	Directors	n/a
<b>Total</b>		N/A	

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

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

University Administration (UA) evaluates the selection process to ensure freedom from bias by reviewing job applications and other pre-employment forms to ensure information is job related; evaluating selection methods; training management and search committee members on proper interviewing protocols and equal employment opportunity/affirmative action. A formal assessment is undertaken midway and at the end of the affirmative action plan year to monitor our recruitment efforts, promotions, and the departure of employees.

## Asian American Employment Plan for Higher Education

Western Illinois University

### Section A

<b>1. Is your institution a Asian American Serving Institution (AASI) with 10% or more of the students classified as a Asian Serving enabling the institution to apply for Title III Federal grants:    <input type="radio"/> Yes    <input checked="" type="radio"/> No</b>			
<b>2. As of June 30, 2016, provide the total number of Asian Americans employed or appointed within each of the following university position and categories. Only employed numbers are counted:</b>			
<b>Board of Directors/Regents</b> (Asian Americans on Board)	0	<b>Board of Directors/Regents</b> (Non-Asian Americans on Board)	8
<b>Total</b>	0	<b>Total</b>	8
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	11
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	11
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	0	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 40px; width: 100%;"></div>	60
<b>Total</b>	0	<b>Total</b>	84
<b>Asian American Faculty:</b>		<b>Non-Asian American Faculty:</b>	
Full-time tenured faculty	54	Full-time tenured faculty	435
Full-time non-tenured faculty	4	Full-time non-tenured faculty	109
Part-time faculty	1	Part-time faculty	6
Adjunct faculty	0	Adjunct faculty	41
<b>Total</b>	59	<b>Total</b>	591
<b>Asian American (administrative) Support Staff:</b>		<b>Non-Asian American (administrative) Support Staff:</b>	
All administrative support staff	7	All administrative support staff	550
Office and clerical	0	Office and clerical	178
Para-professionals	1	Para-professionals	67
<b>Total</b>	8	<b>Total</b>	795
<b>Asian American Union and non-Union:</b>		<b>Non-Asian American Union and non-Union:</b>	
Any and all skilled craft workers	0	Any and all skilled craft workers	61
Service – maintenance	0	Service – maintenance	134
<b>Total</b>	0	<b>Total</b>	195
<b>Grand Total</b>	<b>67</b>	<b>Grand Total</b>	<b>1665</b>

For 2016, <b>total</b> number of Asian American students	97	For 2016, <b>total</b> number of non-Asian American students	10276
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<b>Total</b> number of Asian American students that graduated in 2016	26	<b>Total</b> number of non-Asian American students that graduated in 2016	2812
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<b>3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:</b>	
Total Asian American faculty that received tenure	3
Total Asian American faculty that did not receive tenure	0
Total non-Asian American faculty that received tenure	18
Total non-Asian American faculty that did not receive tenure	0

<b>4. As of June 30, 2016, provide the number of faculty that separated or left the university:</b>	
Total non-Asian American faculty that experienced separation from the university	9
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)

74

2)

Non-Tenured Faculty (11.77%)



**Section B**

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

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

## Asian American Employment Plan for Higher Education

### Section A.

#### Illinois Board of Higher Education

<b>1. As of June 30, 2016, provide the total number of Asian American employed or appointed within each of the following university positions and categories. Only employed numbers are counted:</b>			
Board of Directors (Asian American on Board)	0	Board of Directors (Non-Asian American on Board)	15
Total	0	Total	15
<b>Asian American Administrators:</b>		<b>Non-Asian American Administrators:</b>	
Executive Director		Executive Director	1
Deputy Director		Deputy Director	4
Total	0	Total	5
<b>Asian American:</b>		<b>Non-Asian American Faculty:</b>	
Senior Associate Directors		Senior Associate Directors	1
Associate Directors		Associate Directors	10
Assistant Directors		Assistant Directors	14
Total	0	Total	25
<b>Asian American (administrative) Support staff:</b>		<b>Non-Asian American (administrative) Support staff:</b>	
All administrative support staff		All administrative support staff	8
Office and Clerical		Office and Clerical	0
Para-professionals		Para-professionals	0
Total	0	Total	8
<b>Grand total</b>	<b>0</b>	<b>Grand total</b>	<b>38</b>

\*Board members not counted as staff.

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

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