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Promoting An Educated Illinois

**Illinois Hispanic Employment Plan
for Public Universities**

Fiscal Year 2016

May 2017

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ILLINOIS HISPANIC EMPLOYMENT PLAN FOR PUBLIC UNIVERSITIES

Introduction

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

Hispanics in Illinois Public Universities

The IBHE, in consultation with the Hispanic Employment Plan for Higher Education Committee, conducted a survey of the Illinois public universities to obtain the number of Hispanics employed as of June 30, 2016. The total number of Hispanic employees at public universities in 2016 was 2,903. This is 32 fewer employees from the previous year. The numbers for each campus are shown in the table below.

2014 to 2016 Hispanic Employees at Public Universities			
(full-time and part-time)			
	2014	2015	2016
Chicago State University	40	63	53
Eastern Illinois University	24	22	21
Governors State University	43	39	40
Illinois State University	91	88	92
Northeastern Illinois University	242	255	252
Northern Illinois University	115	150	122
Southern Illinois University Carbondale	84	87	93
Southern Illinois University Edwardsville	44	54	56
University of Illinois at Chicago	1,617	1,664	1,671
University of Illinois at Urbana-Champaign	395	406	412
University of Illinois at Springfield	26	22	24
University of Illinois System Administration	63	60	44
Western Illinois University	27	24	23
Board of Higher Education	1	1	0
Totals	2,812	2,935	2,903
Change in 1 Year (number)		123	-32
Change in 1 Year (percent)		4.19%	-1.10%
Change in 2 Years (number)			91
Change in 2 Years (percent)			3.13%

University board members not counted as faculty/staff

In 2016 approximately 61 percent of the Hispanic employees at public universities were categorized as administrative support staff, faculty made up 21 percent, service and maintenance made up 10.75 percent, administrators made up 6 percent, and skilled craft workers made up 1.24 percent of the

remaining Hispanic employees. The breakdowns of the 2016 numbers by employee categories are provided in the table below.

Hispanic Employees in Public Universities by Employee Category						
	Administrators	Faculty (includes adjunct)	Administrative Support Staff	Skilled Craft Workers	Service – Maintenance	Totals
Chicago State University	2	19	26	2	4	53
Eastern Illinois University	15	0	3	0	3	21
Governors State University	3	23	14	0	0	40
Illinois State University	5	27	20	3	37	92
Northeastern Illinois University	15	58	160	2	17	252
Northern Illinois University	14	36	45	7	20	122
Southern Illinois University Carbondale	6	44	33	1	9	93
Southern Illinois University Edwardsville	1	24	27	1	3	56
University of Illinois at Chicago	74	188	1,235	11	163	1,671
University of Illinois at Urbana- Champaign	32	170	146	8	56	412
University of Illinois at Springfield	2	8	13	1	0	24
University of Illinois System Administration	5	0	39	0	0	44
Western Illinois University	3	12	8	0	0	23
Board of Higher Education	0	0	0	0	0	0
Subtotals	177	609	1,769	36	312	2,903
Percentage of Total	6.10%	20.98%	60.94%	1.24%	10.75%	100.00%

University board members not counted as faculty/staff

The IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain Hispanic employees. Each institution provided information about current and future internal studies, surveys, and committees regarding Hispanic employment. The appendices following provide additional institutional response.

Appendix A

Illinois Hispanic Employment Plan Narrative Responses by Public Universities

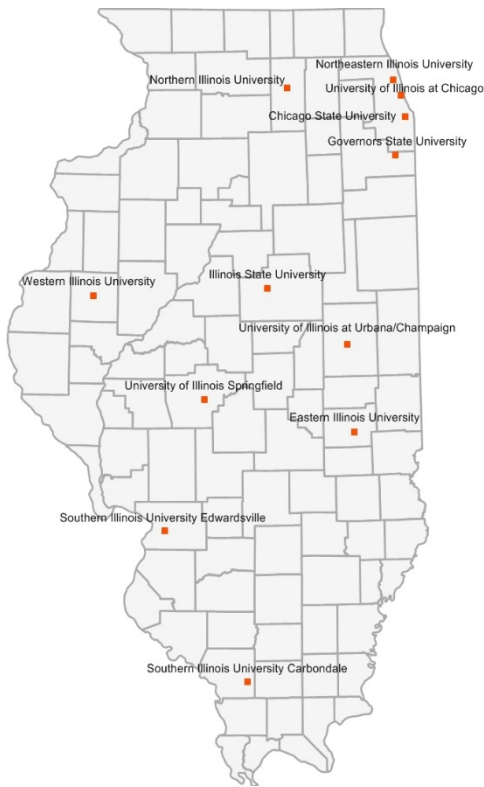
<p>Survey Question:</p>	<p>Does the institution conduct internal studies, have surveys for monitoring the recruitment of Hispanic employees, and have committees that monitor employment or departure of employees from the institution? Provide a short narrative:</p>
<p>Chicago State University</p>	<p>The 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>
<p>Eastern Illinois University</p>	<p>Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Hispanic 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 Hispanic, who withdraw from interviews or who decline offers of employment, are provided opportunities to complete an online survey. It asks them to inform the campus why they elected to withdraw from the process and also to share their perceptions of strengths and concerns about the campus. In addition, newly employed faculty members and professional staff, who are Hispanic, are invited to share their perceptions about what could be done to improve upon the recruitment and interview process. This information is analyzed and reported to hiring departments and senior administrators for use in subsequent recruitment efforts.</p>
<p>Governors State University</p>	<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"> • Improve student success with an emphasis on enrollment, retention, graduation, transfer rates, and effective teaching and learning outcomes; • Improve success of minority, underrepresented, and under-prepared student populations in addition to closing the gap between high school and college performance; • Bringing the voice of the employee into the council and to act as a catalyst in building a more diverse work environment; • Improve workplace equality: an environment in which every individual has an equal opportunity to perform, develop, and advance; • Set goals and action plans in alignment with College's mission and strategic plan; and • Collect and analyze relevant data.

Illinois State University	On an annual basis, Illinois State University prepares, distributes, and publicly presents an Affirmative Action Plan (AAP) that details the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP contains workforce surveys that measure departmental efforts to recruit, promote, and retain Hispanic employees, lists programmatic efforts that evidence the commitment of each unit's strategies to promote and achieve diversity, and provides detailed analysis of the workforce to both the President and the Board of Trustees.
Northeastern Illinois University	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.
Northern Illinois University	The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Action and Diversity Resources, Human Resource Services, The Presidential Commissions, Supportive Professional Staff Council, the Operating Staff Council, and the Office of Institutional Research conduct internal and university wide surveys that monitor the recruitment, employment and departure of Hispanic employees from the institution.
Southern Illinois University - Carbondale	In the past, SIU Carbondale has conducted internal climate studies. The responsibility for monitoring departure of employees from the University has been shifted to Human Resources. The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.
Southern Illinois University - Edwardsville	Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in groups in which they are underrepresented. EOA conducts training for search committees for goal relate positions to emphasize the need for increased recruitment and requires that search committees develop thorough recruitment plan. Applicants are surveyed on the positions applied for and EOA monitors hiring and termination process.
University of Illinois at Chicago	The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.
University of Illinois at Urbana/ Champaign	Target of Opportunity Program - The University of Illinois at Urbana-Champaign is committed to building and maintaining a faculty that is excellent in many dimensions. The Office of the Provost supports three programs in which partial or total central financial support for academic positions may be provided, including the Target of Opportunity Program (TOP). The TOP is designed to support recruitment of outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. The goal of the program is to attract leading faculty members among groups that are underrepresented by race, ethnicity, gender, disability, and veteran's status in specific units on campus.

	<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>University of Illinois Springfield</p>	<p>The university regularly reviews efforts to outreach to, recruit and retain Hispanic employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.</p>
<p>University of Illinois System Administration</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>Western Illinois University</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 Hispanic 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 Hispanic 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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Eastern Illinois University	12
Governors State University	15
Illinois State University	18
Northeastern Illinois University	21
Northern Illinois University	24
Southern Illinois University Carbondale	27
Southern Illinois University Edwardsville	30
University of Illinois at Chicago	33
University of Illinois at Springfield	36
University of Illinois at Urbana/Champaign	39
University of Illinois System Admin Unit	42
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Board of Higher Education	48

Hispanic Employment Plan for Higher Education

Chicago State University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	0	Board of Directors/Regents (Non-Hispanics on Board)	8
Total	0	Total	8
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	8
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	3
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	18
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Directors of programs (list all director titles)	1	Directors of programs (list all director titles)	49
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Total	2	Total	79
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	8	Full-time tenured faculty	119
Full-time non-tenured faculty	6	Full-time non-tenured faculty	103
Part-time faculty	5	Part-time faculty	110
Adjunct faculty	0	Adjunct faculty	0
Total	19	Total	332
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	13	All administrative support staff	174
Office and clerical	4	Office and clerical	58
Para-professionals	9	Para-professionals	118
Total	26	Total	350
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	2	Any and all skilled craft workers	52
Service – maintenance	4	Service – maintenance	71
Total	6	Total	123
Grand Total	53	Grand Total	884

For 2016, total number of Hispanic students	327	For 2016, total number of non-Hispanic students	4440
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Total number of Hispanic students that graduated in 2016	61	Total number of non-Hispanic students that graduated in 2016	888
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	3
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	18
Total Hispanic faculty that experienced separation from the university	0

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

1)

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 an underutilization of African Americans by 1.2% or 11.24FTE

Hispanic Student enrollment – 6.86%
Hispanic Workforce - 5.66%

2)

The University believes its greatest underutilization for Hispanics is within the EEOC occupational category of Professional (Faculty).

The University provides \$25,000 budget allocation for the overall recruitment of staff. It is the University's goal to increase the diversity of the staff, thus utilizing the funds to target underrepresented groups to encourage their application of interest for University positions.

Section B

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

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

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

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

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

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

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.

Hispanic Employment Plan for Higher Education

Eastern Illinois University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	0	Board of Directors/Regents (Non-Hispanics on Board)	8
Total	0	Total	8
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	3
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	13
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Directors of programs (list all director titles)	0	Directors of programs (list all director titles)	57
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Total	0	Total	75
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	10	Full-time tenured faculty	253
Full-time non-tenured faculty	5	Full-time non-tenured faculty	186
Part-time faculty	0	Part-time faculty	129
Adjunct faculty	0	Adjunct faculty	0
Total	15	Total	568
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	3	All administrative support staff	198
Office and clerical	0	Office and clerical	129
Para-professionals	0	Para-professionals	0
Total	3	Total	327
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	100
Service – maintenance	3	Service – maintenance	186
Total	3	Total	286
Grand Total	21	Grand Total	1264

For 2016, total number of Hispanic students	444	For 2016, total number of non-Hispanic students	7432
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Total number of Hispanic students that graduated in 2016	81	Total number of non-Hispanic students that graduated in 2016	2295
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	14
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	72
Total Hispanic faculty that experienced separation from the university	1

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

1)

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)
 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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	10	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	5	Directors	0
Total		15	

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

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

EIU conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Hispanic 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 EIU's Office of Civil Rights and Diversity. During the review process, candidates, who are Hispanic 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 Hispanic 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 Hispanic American. ** All employee numbers are based upon the Affirmative Action Plan snapshot for fall 2015.

Hispanic Employment Plan for Higher Education

Governors State University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	1	Board of Directors/Regents (Non-Hispanics on Board)	7
Total	1	Total	7
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	17
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	5
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	3	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	53
Total	3	Total	77
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	5	Full-time tenured faculty	150
Full-time non-tenured faculty	0	Full-time non-tenured faculty	65
Part-time faculty	1	Part-time faculty	36
Adjunct faculty	17	Adjunct faculty	379
Total	23	Total	630
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	7	All administrative support staff	207
Office and clerical	5	Office and clerical	104
Para-professionals	2	Para-professionals	46
Total	14	Total	357
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	16
Service – maintenance	0	Service – maintenance	38
Total	0	Total	54
Grand Total	40	Grand Total	1118

For 2016, total number of Hispanic students	596	For 2016, total number of non-Hispanic students	5,223
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Total number of Hispanic students that graduated in 2016	133	Total number of non-Hispanic students that graduated in 2016	1,527
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	4
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	27
Total Hispanic faculty that experienced separation from the university	1

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

1)
5

2)
 Administrators
 Faculty
 Crafts
 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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	4	Adjunct faculty	14
Part-time tenured faculty	1	Deans	0
Full-time non-tenured faculty	0	Directors	3
Total		22	

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

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

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.

Hispanic Employment Plan for Higher Education

Illinois State University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	0	Board of Directors/Regents (Non-Hispanics on Board)	8
Total	0	Total	8
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	15
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	4
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	23
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Directors of programs (list all director titles)	5	Directors of programs (list all director titles)	286
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Total	5	Total	329
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	20	Full-time tenured faculty	656
Full-time non-tenured faculty	3	Full-time non-tenured faculty	187
Part-time faculty	4	Part-time faculty	290
Adjunct faculty		Adjunct faculty	
Total	27	Total	1133
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	16	All administrative support staff	882
Office and clerical	3	Office and clerical	383
Para-professionals	1	Para-professionals	64
Total	20	Total	1329
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	3	Any and all skilled craft workers	135
Service – maintenance	37	Service – maintenance	432
Total	40	Total	567
Grand Total	92	Grand Total	3366

For 2016, total number of Hispanic students	1980	For 2016, total number of non-Hispanic students	21016
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Total number of Hispanic students that graduated in 2016	327	Total number of non-Hispanic students that graduated in 2016	4898
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	2
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	33
Total non-Hispanic faculty that did not receive tenure	1

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	136
Total Hispanic faculty that experienced separation from the university	4

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

1)
Underutilization for the following occupational categories is:

- 2B - Professionals Non-tenure Track - 3.8%
- 2D - Professionals Athletic Coaches - 7.09%
- 2F - Professionals Computer/IT - 4.02%
- 2G - Professionals Advisors - 7.14%
- 2M - Professionals Other Acad. - 5.41%
- 2N - Professionals Other Student - 7.02%
- 2O - Professionals Grad Student - 4.24%
- 6 - Craft Workers Other - 4.18%
- 8B - Laborers & Helpers Grounds - 21.09%
- 9A - Service Workers Supervisors - 8.46%
- 9C - Service Workers Food Service - 10.05%

2)
8B - Laborers & Helpers Grounds - 21.09%

Section B

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	20	Adjunct faculty	0
Part-time tenured faculty	4	Deans	0
Full-time non-tenured faculty	3	Directors	5
Total		32	

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

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

On an annual basis, Illinois State University prepares, distributes, and publicly presents 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.

Hispanic Employment Plan for Higher Education

Northeastern Illinois University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input checked="" type="radio"/> Yes <input type="radio"/> No			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	2	Board of Directors/Regents (Non-Hispanics on Board)	6
Total	2	Total	6
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	4
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	3	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	14
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	12	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	49
Total	15	Total	69
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	32	Full-time tenured faculty	226
Full-time non-tenured faculty	9	Full-time non-tenured faculty	92
Part-time faculty	9	Part-time faculty	134
Adjunct faculty	8	Adjunct faculty	99
Total	58	Total	551
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	160	All administrative support staff	470
Office and clerical		Office and clerical	
Para-professionals		Para-professionals	
Total	160	Total	470
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	2	Any and all skilled craft workers	27
Service – maintenance	17	Service – maintenance	62
Total	19	Total	89
Grand Total	254	Grand Total	1185

For 2016, total number of Hispanic students	3294	For 2016, total number of non-Hispanic students	6597
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Total number of Hispanic students that graduated in 2016	561	Total number of non-Hispanic students that graduated in 2016	1622
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	3
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	21
Total non-Hispanic faculty that did not receive tenure	0

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

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

1)

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 6/Craft Workers and EEO-1 Job Category 2.4/Other Professionals are the greatest EEOC occupation categories with underutilization for Hispanic 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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	32	Adjunct faculty	8
Part-time tenured faculty	9	Deans	3
Full-time non-tenured faculty	9	Directors	12
Total		73	

	Yes	No	
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input type="radio"/>	<input checked="" type="radio"/>
	Self-development training	<input 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 Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Yes, the NEIU Office of Institutional Research 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.

Hispanic Employment Plan for Higher Education

Northern Illinois University

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	*	Board of Directors/Regents (Non-Hispanics on Board)	*
Total		Total	
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	1	Vice Presidents (list all titles)	27
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	8
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	24
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Directors of programs (list all director titles)	13	Directors of programs (list all director titles)	262
<input style="width: 100%; height: 20px;" type="text"/>		<input style="width: 100%; height: 20px;" type="text"/>	
Total	14	Total	322
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	15	Full-time tenured faculty	477
Full-time non-tenured faculty	11	Full-time non-tenured faculty	354
Part-time faculty	10	Part-time faculty	307
Adjunct faculty	NA	Adjunct faculty	NA
Total	36	Total	1138
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	19	All administrative support staff	824
Office and clerical	13	Office and clerical	328
Para-professionals	13	Para-professionals	256
Total	45	Total	1408
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	7	Any and all skilled craft workers	103
Service – maintenance	20	Service – maintenance	463
Total	27	Total	566
Grand Total	122	Grand Total	3434

For 2016, total number of Hispanic students	2675	For 2016, total number of non-Hispanic students	16340
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Total number of Hispanic students that graduated in 2016	561	Total number of non-Hispanic students that graduated in 2016	4737
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	2
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	20
Total non-Hispanic faculty that did not receive tenure	1

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	40
Total Hispanic faculty that experienced separation from the university	3

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

1)

Each position vacancy is evaluated for current demographics and recruitment opportunities. Affirmative Action reviews the publicity plans for each vacancy to ensure proper advertising for optimal recruitment. In 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, Faculty, Professional, and Service Maintenance have the greatest underutilization for Hispanics

Section B

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	3	Adjunct faculty	NA
Part-time tenured faculty	5	Deans	1
Full-time non-tenured faculty	1	Directors	6
Total		16	

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

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

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 Hispanic employees, monitor employment and departure of employees from the institution.

Hispanic Employment Plan for Higher Education

Southern Illinois University Carbondale

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	0	Board of Directors/Regents (Non-Hispanics on Board)	7
Total	0	Total	7
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	1
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	1
Provost/Chancellor (any title/position)	1	Provost/Chancellor (any title/position)	16
<input style="width: 100%; height: 20px;" type="text"/>	1	<input style="width: 100%; height: 20px;" type="text"/>	16
Dean(s) (list all Deans titles)	1	Dean(s) (list all Deans titles)	29
<input style="width: 100%; height: 20px;" type="text"/>	1	<input style="width: 100%; height: 20px;" type="text"/>	29
Directors of programs (list all director titles)	4	Directors of programs (list all director titles)	257
<input style="width: 100%; height: 20px;" type="text"/>	4	<input style="width: 100%; height: 20px;" type="text"/>	257
Total	6	Total	304
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	18	Full-time tenured faculty	450
Full-time non-tenured faculty	18	Full-time non-tenured faculty	613
Part-time faculty	7	Part-time faculty	128
Adjunct faculty	1	Adjunct faculty	2
Total	44	Total	1193
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	21	All administrative support staff	1302
Office and clerical	7	Office and clerical	795
Para-professionals	5	Para-professionals	497
Total	33	Total	2595
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	160
Service – maintenance	9	Service – maintenance	342
Total	10	Total	502
Grand Total	93	Grand Total	4600

For 2016, total number of Hispanic students	1445	For 2016, total number of non-Hispanic students	18127
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Total number of Hispanic students that graduated in 2016	268	Total number of non-Hispanic students that graduated in 2016	4301
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	3
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	25
Total non-Hispanic faculty that did not receive tenure	2

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	75
Total Hispanic faculty that experienced separation from the university	3

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

1)

The Affirmative Action Plan for Southern Illinois University calculates underutilization based on the 80% rule using EEO-6 categories as the Job Group. The categories "AA Executives, Administrative, and Managerial" and "GG Service/Maintenance" were found to be underutilized for Hispanic.

SIUC has 2 Hispanic Executive, Administrative, and Managerial employees which is 1.0152% of this population. Our availability was found to be 4.7731% with an expect number of incumbents to be 9.4 Hispanic employees. The difference of the number expected to the number found would 7.4 Hispanic employees in the AA Executive, Administrative, and Managerial EEO-6 category.

SIUC also has 9 Hispanic Service/Maintenance employees which makes up 2.3499% of that population. The availability was found to be 3.5937% giving an expected incumbent to equal 13.8. The difference between the two is 4.8 Hispanic Service/Maintenance employees.

2)

GG Service/Maintenance is the EEOC occupation category with the greatest underutilization for Hispanics.

Section B

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

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

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

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

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

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

In the past, SIU Carbondale has conducted internal climate studies. The responsibility for monitoring departure of employees from the University has been shifted to Human Resources. The Associate Chancellor for Institutional Diversity continues to monitor minorities in the Affirmative Action Plan and in the MWD (Minority, Women and Disabled) Annual Report.

Hispanic Employment Plan for Higher Education

Southern Illinois University Edwardsville

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)		Board of Directors/Regents (Non-Hispanics on Board)	
Total	0	Total	7
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	4
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	4
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	10
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	10
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	23
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	23
Directors of programs (list all director titles)	1	Directors of programs (list all director titles)	41
<input style="width: 100%; height: 20px;" type="text"/>	1	<input style="width: 100%; height: 20px;" type="text"/>	41
Total	1	Total	79
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	13	Full-time tenured faculty	308
Full-time non-tenured faculty	8	Full-time non-tenured faculty	276
Part-time faculty	3	Part-time faculty	237
Adjunct faculty		Adjunct faculty	
Total	24	Total	821
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	18	All administrative support staff	521
Office and clerical	4	Office and clerical	353
Para-professionals	5	Para-professionals	262
Total	27	Total	1135
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	62
Service – maintenance	3	Service – maintenance	246
Total	4	Total	308
Grand Total	56	Grand Total	2343

For 2016, total number of Hispanic students	537	For 2016, total number of non-Hispanic students	13,728
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Total number of Hispanic students that graduated in 2016	97	Total number of non-Hispanic students that graduated in 2016	2,999
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	3
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	23
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	43
Total Hispanic faculty that experienced separation from the university	1

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

1)

SIUE calculates underutilization using the 80% comparison method 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 Hispanics employees is 26.

2)

SIUE does not use EEOC Categories when calculating underutilization (or the categories above). The largest underutilization by Job Group are "Executive, Administrative, Managers" and "Service Maintenance." There are three (3) Hispanic employees in the "Executive, Administrative, Managers" out of 125 total employees in the job group. There is a shortfall of 5 employees. For "Service Maintenance," there are three (3) Hispanic employees out of 236 with a shortfall of 13 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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty		Adjunct faculty	
Part-time tenured faculty		Deans	
Full-time non-tenured faculty		Directors	1
Total			1

		Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input 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 Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

Pursuant to its affirmative action plan, the Office of Equal Opportunity, Access and Title IX Coordination ("EOA") works closely with Human Resources to increase the representation of women and minorities in job groups in which they are underrepresented. EOA conducts training for search committees for goal related positions to emphasize the need for increased recruitment and requires that search committees develop a thorough recruitment plan. Applicants are surveyed how they learned of the position they applied to evaluate how successful candidates learned of the job. EOA monitors hiring and terminations (voluntary and involuntary) to ensure there is no adverse impact.

Hispanic Employment Plan for Higher Education

University of Illinois at Chicago

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input checked="" type="radio"/> Yes <input type="radio"/> No			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	2	Board of Directors/Regents (Non-Hispanics on Board)	10
Total	2	Total	10
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	3
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	36
Dean(s) (list all Deans titles)	3	Dean(s) (list all Deans titles)	95
Directors of programs (list all director titles)	71	Directors of programs (list all director titles)	647
Total	74	Total	781
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	59	Full-time tenured faculty	768
Full-time non-tenured faculty	82	Full-time non-tenured faculty	1,191
Part-time faculty	32	Part-time faculty	1,017
Adjunct faculty	15	Adjunct faculty	265
Total	188	Total	3,241
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	653	All administrative support staff	4,429
Office and clerical	120	Office and clerical	482
Para-professionals	462	Para-professionals	1,254
Total	1,235	Total	6,165
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	11	Any and all skilled craft workers	132
Service – maintenance	163	Service – maintenance	491
Total	174	Total	623
Grand Total	1,671	Grand Total	10,810

For 2016, total number of Hispanic students	6,587	For 2016, total number of non-Hispanic students	22,533
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Total number of Hispanic students that graduated in 2016	1,248	Total number of non-Hispanic students that graduated in 2016	6,145
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	1
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	71
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	101
Total Hispanic faculty that experienced separation from the university	4

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

1)

2)

6-Skilled crafts

Section B

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	69	Adjunct faculty	14
Part-time tenured faculty	1	Deans	0
Full-time non-tenured faculty	47	Directors	24
Total		155	

		Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them with promotion?	Employees ladder enhancement	<input checked="" type="radio"/>	<input type="radio"/>
	Self-development training	<input 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 Hispanic employees, or have committees that monitor employment and departure of employees from the institution? Provide a short narrative:

The Office for Access and Equity reviews compliance of all academic search and waiver of search requests. In addition, the Academic Search Coordinator for each College serves as a liaison between the Office for Access and Equity and academic departments or administrative units that seek to fill faculty and other academic staff positions. He or she acts as a resource person at the department or unit level for academic personnel transactions, especially in the recruitment, selection, and appointment of individuals to new or vacant positions.

Hispanic Employment Plan for Higher Education

University of Illinois at Springfield

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	2	Board of Directors/Regents (Non-Hispanics on Board)	10
Total	2	Total	10
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	1
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	1
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	14
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	14
Dean(s) (list all Deans titles)	1	Dean(s) (list all Deans titles)	3
<input style="width: 100%; height: 20px;" type="text"/>	1	<input style="width: 100%; height: 20px;" type="text"/>	3
Directors of programs (list all director titles)	1	Directors of programs (list all director titles)	67
<input style="width: 100%; height: 20px;" type="text"/>	1	<input style="width: 100%; height: 20px;" type="text"/>	67
Total	2	Total	85
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	2	Full-time tenured faculty	102
Full-time non-tenured faculty	3	Full-time non-tenured faculty	92
Part-time faculty	0	Part-time faculty	31
Adjunct faculty	3	Adjunct faculty	108
Total	8	Total	333
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	10	All administrative support staff	228
Office and clerical	2	Office and clerical	68
Para-professionals	1	Para-professionals	52
Total	13	Total	348
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	1	Any and all skilled craft workers	20
Service – maintenance	0	Service – maintenance	65
Total	1	Total	85
Grand Total	24	Grand Total	851

For 2016, total number of Hispanic students	312	For 2016, total number of non-Hispanic students	5,116
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Total number of Hispanic students that graduated in 2016	58	Total number of non-Hispanic students that graduated in 2016	1,697
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	3
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	6
Total Hispanic faculty that experienced separation from the university	1

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

1)

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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	0	Adjunct faculty	0
Part-time tenured faculty	0	Deans	0
Full-time non-tenured faculty	1	Directors	0
Total		1	

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

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

Yes, the institution regularly reviews efforts to outreach to, recruit and retain Hispanic employees, employing a full time administrator to monitor employment and departure of employees, along with dedicated confidential exit interviews conducted by Human Resources professionals.

Hispanic Employment Plan for Higher Education

University of Illinois at Urbana-Champaign

Section A

1. Is your institution a Hispanic Serving Institution (HSI) with 25% or more of the students classified as Hispanic enabling the institution to apply for Title V Federal grants: <input type="radio"/> Yes <input checked="" type="radio"/> No 			
2. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university position and categories. Only employed numbers are counted:			
Board of Directors/Regents (Hispanics on Board)	2	Board of Directors/Regents (Non-Hispanics on Board)	10
Total	2	Total	10
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	0
Vice Presidents (list all titles)	0	Vice Presidents (list all titles)	0
<input style="width: 100%; height: 20px;" type="text"/>	0	<input style="width: 100%; height: 20px;" type="text"/>	0
Provost/Chancellor (any title/position)	2	Provost/Chancellor (any title/position)	33
<input style="width: 100%; height: 20px;" type="text"/>	2	<input style="width: 100%; height: 20px;" type="text"/>	33
Dean(s) (list all Deans titles)	3	Dean(s) (list all Deans titles)	99
<input style="width: 100%; height: 20px;" type="text"/>	3	<input style="width: 100%; height: 20px;" type="text"/>	99
Directors of programs (list all director titles)	27	Directors of programs (list all director titles)	969
<input style="width: 100%; height: 20px;" type="text"/>	27	<input style="width: 100%; height: 20px;" type="text"/>	969
Total	32	Total	1,101
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	72	Full-time tenured faculty	1,259
Full-time non-tenured faculty	72	Full-time non-tenured faculty	1,362
Part-time faculty	22	Part-time faculty	481
Adjunct faculty	4	Adjunct faculty	188
Total	170	Total	3,290
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	97	All administrative support staff	3,500
Office and clerical	24	Office and clerical	1,118
Para-professionals	25	Para-professionals	681
Total	146	Total	5,299
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	8	Any and all skilled craft workers	527
Service – maintenance	56	Service – maintenance	1,047
Total	64	Total	1,574
Grand Total	412	Grand Total	11,266

For 2016, total number of Hispanic students	4,079	For 2016, total number of non-Hispanic students	42,872
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Total number of Hispanic students that graduated in 2016	800	Total number of non-Hispanic students that graduated in 2016	11,569
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	5
Total Hispanic faculty that did not receive tenure	1
Total non-Hispanic faculty that received tenure	75
Total non-Hispanic faculty that did not receive tenure	3

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	98
Total Hispanic faculty that experienced separation from the university	5

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

1)

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 Hispanic Employment Plan*

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
Tenured faculty	101	Adjunct faculty	3
Part-time tenured faculty	4	Deans	0
Full-time non-tenured faculty	334	Directors	0
Total		142	

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

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

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.

Hispanic Employment Plan for Higher Education

University of Illinois Administration

Section A

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

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

Board of Directors/Regents (Hispanics on Board)	2	Board of Directors/Regents (Non-Hispanics on Board)	10
Total	2	Total	10
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	27
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	0
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	5	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	229
Total	5	Total	257
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	0	Full-time tenured faculty	0
Full-time non-tenured faculty	0	Full-time non-tenured faculty	2
Part-time faculty	0	Part-time faculty	1
Adjunct faculty	0	Adjunct faculty	1
Total	0	Total	4
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	27	All administrative support staff	584
Office and clerical	8	Office and clerical	123
Para-professionals	4	Para-professionals	24
Total	39	Total	731
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	0
Service – maintenance	0	Service – maintenance	1
Total	0	Total	1
Grand Total	44	Grand Total	993

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

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	n/a
Total Hispanic faculty that experienced separation from the university	n/a

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

1)

The current Affirmative Action Plan does not indicate an underutilization for Hispanics.

2)

The University of Illinois Administration does not use EEOC occupational categories. In any case, the current AAP does not indicate an underutilization for Hispanics.

Section B

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

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

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

13. How many Affirmative Action program positions are held by Hispanics?			
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
Total		N/A	

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

Hispanic Employment Plan for Higher Education

Western Illinois University

Section A

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

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

Board of Directors/Regents (Hispanics on Board)	1	Board of Directors/Regents (Non-Hispanics on Board)	7
Total	1	Total	7
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	0	Vice Presidents (list all titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	11
Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	0	Provost/Chancellor (any title/position) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	1
Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	1	Dean(s) (list all Deans titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	10
Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	2	Directors of programs (list all director titles) <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 5px;"></div>	58
Total	3	Total	81
Hispanic Faculty:		Non-Hispanic Faculty:	
Full-time tenured faculty	11	Full-time tenured faculty	478
Full-time non-tenured faculty	1	Full-time non-tenured faculty	112
Part-time faculty	0	Part-time faculty	7
Adjunct faculty	0	Adjunct faculty	41
Total	12	Total	638
Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
All administrative support staff	5	All administrative support staff	552
Office and clerical	2	Office and clerical	176
Para-professionals	1	Para-professionals	67
Total	8	Total	795
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Any and all skilled craft workers	0	Any and all skilled craft workers	61
Service – maintenance	0	Service – maintenance	134
Total	0	Total	195
Grand Total	23	Grand Total	1709

For 2016, total number of Hispanic students	1055	For 2016, total number of non-Hispanic students	9318
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Total number of Hispanic students that graduated in 2016	210	Total number of non-Hispanic students that graduated in 2016	2628
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3. As of June 30, 2016, provide the number of faculty up for tenure at your institution:	
Total Hispanic faculty that received tenure	0
Total Hispanic faculty that did not receive tenure	0
Total non-Hispanic faculty that received tenure	21
Total non-Hispanic faculty that did not receive tenure	0

4. As of June 30, 2016, provide the number of faculty that separated or left the university:	
Total non-Hispanic faculty that experienced separation from the university	9
Total Hispanic faculty that experienced separation from the university	0

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

1)

166

2)

Service Maintenance (29.84%)

Section B

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

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

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

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

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

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

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 Hispanics.

