

STATE OF ILLINOIS BOARD OF HIGHER EDUCATION

Promoting An Educated Illinois

Illinois Hispanic Employment Plan for Public Universities

Fiscal Year 2016

May 2017

ILLINOIS BOARD OF HIGHER EDUCATION

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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.

Hisp	oanic Employee	s in Public U	niversities by Em	ployee Cate	gory	
	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%	1075%	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

Survey Question:	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:
Chicago State University	The University utilizes applicant demographic data to evaluate the diversity of an applicant pool. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain data for identifying actions necessary for employee recruitment and retention. The University Diversity group assists in monitoring activities necessary for increasing diversity of thought, sex, race and ethnicity.
Eastern Illinois	Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of Hispanic employees.
University	Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review the composition of applicant pools in the context of potential availability for the relevant job group. Each department's recruiting efforts are reviewed and monitored by Eastern Illinois University's Office of Civil Rights and Diversity.
	During the review process, candidates, who are 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.
Governors State University	Governors State University has a Diversity Advisory Council whose mission is to provide a coordinating function for diversity groups and issues on campus including serving as a clearinghouse for information and acting as a champion for diversity.
·	The objectives of the Diversity Advisory Council will align most closely with the following goals and will focus on both employees and students:
	 Improve student success with an emphasis on enrollment, retention, graduation, transfer rates, and effective teaching and learning outcomes;
	 Improve success of minority, underrepresented, and under-prepared student populations in addition to closing the gap between high school and college performance;
	• Bringing the voice of the employee into the council and to act as a catalyst in building a more diverse work environment;
	 Improve workplace equality: an environment in which every individual has an equal opportunity to perform, develop, and advance;
	• Set goals and action plans in alignment with College's mission and strategic plan; and
	Collect and analyze relevant data.

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

	CORE – Charged with reviewing and providing guidance in diversity efforts; including faculty and staff.
	DRIVE - Faculty committee committed to the recruitment and retention of underrepresented faculty at the Illinois campus. This committee provides workshops, resources, information, professional development, and data to support the recruitment and hiring of diverse faculty at Illinois.
	Other Ongoing Efforts - Illinois makes a variety of good faith efforts for each and every search for academic and professional staff, appoints EEO officers to every college on the Illinois campus charged with reviewing and overseeing the search process for each college, and we nominate Diversity Advocates to serve on all search committees to further advocate for diversity in the search process and help committees avoid unintentional bias in the search process.
University of Illinois Springfield	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.
University of Illinois System Administration	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.
Western Illinois University	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.
	The University's Human Resources Office collects and monitors data on the employment and departure of Civil Service employees.



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: O Yes O 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. University enumbers are counted:

 Board of Directors/Regents (Hispanics on Board)
 0
 Board of Directors/Regents (Non-Hispanics on Board)
 8

 Image: Hispanic Administrators:
 0
 Image: Non-Hispanic Administrators:
 1

 University President
 0
 University President
 1

Hispanic Administrators:		Non-Hispanic Administrators:			
University President	0	University President			
Vice Presidents (list all titles)		Vice Presidents (list all titles)			
	1		8		
Provost/Chancellor (any title/position)		Provost/Chancellor (any title/position)			
	0		3		
Dean(s) (list all Deans titles)		Dean(s) (list all Deans titles)			
	0		18		
Directors of programs (list all director titles)		Directors of programs (list all director titles)			
	1		49		
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:	2		
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
Total number of Hispanic students that graduated in 2016	61	Total number of non-Hispanic students that graduated in 2016	888

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			

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

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)

1)

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.

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 His	panic Re	source Cei	nter (H	RC)?			0	0
7. If your institution has an HRC, does the cen address the needs of Hispanic Students?	iter have	e a Directo	r or Coo	ordinato	or that he	elps	۲	0
8. Is the Center Director/Coordinator Hispanic	c?						O	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					0	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of ⊦	lispanic	students	5?	0	0
11. Does the university currently employ cult enabling them to communicate and intera					ng recruit	ers	o	0
12. How much time are Spanish speaking recr			ddress	the	O Full	-time	0 1/	/4 time
needs of Spanish peaking students or thei	r parent	s?			O 1/2	time	O N	ever
13. How many Affirmative Action program po	sitions a	re held by	Hispar	nics?				
Tenured faculty	0	Adjunct f	aculty					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 t institution, what initiatives exist that hel		-			yees lado ancemei		0	0
promotion?					evelopme ning	ent	0	0
12. What percentage of university employees	are uni	on?	O N	lore tha	n 50%	O L	ess thar	n 50%
13. Does the institution conduct internal stud employees, or have committees that mor 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.								

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: O Yes O 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:

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Adjunct faculty0Adjunct faculty0Adjunct faculty15Total568Hispanic (administrative) Support Staff:10Non-Hispanic (administrative) Support Staff:198All administrative support staff3All administrative support staff198Office and clerical0Office and clerical129Para-professionals0Para-professionals0Itispanic Union and non-Union:1Non-Hispanic Union and non-Union:327Any and all skilled craft workers0Any and all skilled craft workers100Service – maintenance3Service – maintenance186	Full-time non-tenured faculty	5	Full-time non-tenured faculty	186
Total15Total568Hispanic (administrative) Support Staff:Non-Hispanic (administrative) Support Staff:568All administrative support staff3All administrative support staff198Office and clerical0Office and clerical129Para-professionals0Para-professionals0Total3Mon-Hispanic Union and non-Union:327Hispanic Union and non-Union:0Any and all skilled craft workers100Service – maintenance3Service – maintenance186Total3Contenance186	Part-time faculty	0	Part-time faculty	129
Hispanic (administrative) Support Staff:Non-Hispanic (administrative) Support Staff:IAll administrative support staff3All administrative support staff198Office and clerical0Office and clerical129Para-professionals0Para-professionals03Hispanic Union and non-Union:113100Any and all skilled craft workers0Any and all skilled craft workers100Service – maintenance3Service – maintenance186	Adjunct faculty	0	Adjunct faculty	0
All administrative support staff3All administrative support staff198Office and clerical0Office and clerical129Para-professionals0Para-professionals0Total3Total327Hispanic Union and non-Union:1Non-Hispanic Union and non-Union:100Any and all skilled craft workers0Any and all skilled craft workers100Service – maintenance3Service – maintenance186Total3Kore – maintenance286	Total	15	Total	568
Office and clerical0Office and clerical129Para-professionals0Para-professionals0Total3Total327Hispanic Union and non-Union:Non-Hispanic Union and non-Union:100Any and all skilled craft workers0Any and all skilled craft workers100Service – maintenance3Service – maintenance186Total3Total286	Hispanic (administrative) Support Staff:		Non-Hispanic (administrative) Support Staff:	
Para-professionals0Para-professionals0Total3Service - maintenance327Hispanic Union and non-Union:Mon-Hispanic Union and non-Union:100Any and all skilled craft workers0Any and all skilled craft workers100Service - maintenance3Service - maintenance186Total3Service - maintenance286	All administrative support staff	3	All administrative support staff	198
Total3Total327Hispanic Union and non-Union:Non-Hispanic Union and non-Union:100Any and all skilled craft workers0Any and all skilled craft workers100Service – maintenance3Service – maintenance186Total3Volume - Maintenance286	Office and clerical	0	Office and clerical	129
Hispanic Union and non-Union: Non-Hispanic Union and non-Union: 100 Any and all skilled craft workers 0 Any and all skilled craft workers 100 Service – maintenance 3 Service – maintenance 186 Total 3 Vertice – maintenance 286	Para-professionals	0	Para-professionals	0
Any and all skilled craft workers 0 Any and all skilled craft workers 100 Service - maintenance 3 Service - maintenance 186 Total 3 Image: Comparison of the service - maintenance 186	Total	3	Total	327
Service – maintenance 3 Service – maintenance 186 Total 3 Total 286	Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	
Total 3 Total 286	Any and all skilled craft workers	0	Any and all skilled craft workers	100
	Service – maintenance	3	Service – maintenance	186
Grand Total 21 Grand Total 1264	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
Total number of Hispanic students that graduated in 2016	81	Total number of non-Hispanic students that graduated in 2016	2295

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	

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

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)

1)

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

Based upon an annual review of the composition of employees and the determination of the availability of African Americans in the workforce for each job group, Eastern sets narrowly tailored goals for each job group related to the underutilization of African Americans and other members of minority groups. Eastern establishes action-oriented plans to address these goals each year. At the end of the year, Eastern's progress in carrying out these action-oriented plans is assessed and reported.

This section of the survey will list specific 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)?					0	0	
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?					0	0	
8. Is the Center Director/Coordinator Hispani	c?					0	O
9. Does the Director/Coordinator speak fluen	t Spanis	h?				0	0
10. Does the Center Director/Coordinator ass	ist in th	e recruitmer	nt of H	lispanic	students?	0	0
11. Does the university currently employ cult enabling them to communicate and intera	17				ng recruiters	0	0
12. How much time are Spanish speaking rec	ruiters u	tilized to ad	dress	the	• Full-tim	e 0 1,	/4 time
needs of Spanish peaking students or the	r parent	is?			O 1/2 tim	e O N	ever
13. How many Affirmative Action program po	sitions a	are held by H	lispan	ics?			
Tenured faculty	10	Adjunct fac					0
Part-time tenured faculty	0	Deans	5 <u>7</u> 1				0
Full-time non-tenured faculty	5	Directors					0
	Total	15					
						Yes	No
11. For Hispanic employees not a part of the institution, what initiatives exist that hel promotion?				enh Self-de	yees ladder ancement evelopment	0 ©	0
					ning		
12. What percentage of university employees	are uni	on?	O M	lore tha	in 50% O	Less that	n 50%
13. Does the institution conduct internal stud employees, or have committees that mo institution? Provide a short narrative:							
EIU conducts ongoing assessment of the recruitment, promo Applicants for each faculty or administrative/professional po This enables the university to review the composition of app department's recruiting efforts are reviewed and monitored who are Hispanic American, who withdraw from interviews online survey. It asks them to inform the campus why they strengths and concerns about the campus. In addition, new invited to share their perceptions about what could be done analyzed and reported to hiring departments and senior adr expected to analyze the recruitment and testing of applican Service System guidelines and with university expectations f underutilized groups, including Hispanic American. ** All en	osition are p blicant pools by EIU's Of or who decl elected to v ly employed to improve ninistrators ts for civil so or compliar	provided the opport s in the context of ffice of Civil Right line offers of emp withdraw from the d faculty member a upon the recruit for use in subsect ervice positions in nee with federal a	ortunity of potent s and Di oloymen e proces rs and pi tment ai quent re n accord and state	to identify ial availabi versity. Du t, are prov s and also ofessional nd intervie cruitment ance with a requirem	their demograph lity for the relevan ring the review pr ided opportunitie to share their per staff, who are His w process. This ir efforts. The Huma the provisions of t ents in recruiting	c characterisi it job group. ocess, candid to complete ceptions of panic Americ formation in n Resource O he State Civil nembers of	tics. Each ates, an an, are ffice is

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: O Yes O 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
 1
 Board of Directors/Regents
 7

 (Hispanics on Board)
 1
 Image: Construction of the second of th

(Hispanics on Board)		(Non-Hispanics on Board)			
Total	1	Total	7		
Hispanic Administrators:		Non-Hispanic Administrators:			
University President	0	University President	1		
Vice Presidents (list all titles)		Vice Presidents (list all titles)			
	0		17		
Drevent/Champellen (anv title /n ocition)		Provest /Change llen (any title /n esition)			
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1		
Dean(s) (list all Deans titles)		Dean(s) (list all Deans titles)			
	о		5		
Directors of programs (list all director titles)		Directors of programs (list all director titles)			
	3		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
Total number of Hispanic students that graduated in 2016	133	Total number of non-Hispanic students that graduated in 2016	1,527

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

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

1) 5 2) Administrators Faculty Crafts Maintenance Workers

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

						Yes	No	
6. Does your institution currently have an Hispanic Resource Center (HRC)?						0	O	
7. If your institution has an HRC, does the cen address the needs of Hispanic Students?	ter have	e a Director	or Coo	ordinato	or that h	elps	۲	0
8. Is the Center Director/Coordinator Hispanio	c?						0	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					0	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	nt of H	lispanic	student	s?	0	0
11. Does the university currently employ cult enabling them to communicate and intera	117				g recrui	ters	0	0
12. How much time are Spanish speaking recr	uiters u	tilized to ac	dress	the	⊙ Ful	l-time	0 1	/4 time
needs of Spanish peaking students or thei	r parent	s?			0 1/2	2 time	O N	ever
13. How many Affirmative Action program po	sitions a	are held by	Hispan	ics?				
Tenured faculty	4	Adjunct fa						14
Part-time tenured faculty	1	Deans						0
Full-time non-tenured faculty	0	Directors						3
	Total	22						
		8					Yes	No
11. For Hispanic employees not a part of the t	tenure s	vstem at vo	our	Emplo	yees lad	der	~	~
institution, what initiatives exist that hel				enh	anceme	nt	0	0
promotion?					evelopm	ent	0	0
				trai	ning			
12. What percentage of university employees	are uni	on?	⊙ №	lore tha	n 50%	Οı	ess tha	n 50%
13. Does the institution conduct internal stud employees, or have committees that mor institution? Provide a short narrative:								•
It is the policy of Governors State University a qualified pool of candidates that reflect et organized to be diverse and they must adhe The search process is monitored by a Human evaluated on their qualifications for the pos tools and interview questions, do not have a As a result, Governors State University has t supported institutions of higher education. given the opportunity to complete an Exit In	hic and re to sta n Resour ition and discrim he most All e	gender dive ite and fede rce profession d that the se inatory imp diverse fac mployees o	ersity. Seral law onal to earch p pact on ulty an	Search c is regard assure processe any me d staff a	ommitte ding non that the s, includ mber of among a	ees are -discrin candic ling anv a prot Il of the	deliber mination lates ard y evalua ected cl e state-	ately n. e tive ass.

Ilinois 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: O Yes O 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

Iotai	U	IUldi	0
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)		Vice Presidents (list all titles)	
	0		15
Provost/Chancellor (any title/position)	10	Provost/Chancellor (any title/position)	4
			*
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	23
	Ŭ		20
Directors of programs (list all director titles)		Directors of programs (list all director titles)	
	5		286
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	02	Grand Total	0000

For 2016, total number of Hispanic students	1980	For 2016, total number of non-Hispanic students	21016
Total number of Hispanic students that graduated in 2016	327	Total number of non-Hispanic students that graduated in 2016	4898

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				

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

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%

20 - 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)

1)

8B - Laborers & Helpers Grounds - 21.09%

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)?							0	O
7. If your institution has an HRC, does the cer address the needs of Hispanic Students?	iter have	e a Director	or Coc	ordinato	or that h	elps	0	0
8. Is the Center Director/Coordinator Hispanic?							0	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					0	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of H	lispanic	student	s?	0	0
11. Does the university currently employ cult enabling them to communicate and intera	17	17 A	-		g recrui	ters	0	0
12. How much time are Spanish speaking reci	ruiters u	tilized to a	ddress :	the	Ful	l-time	0 1/4 time	
needs of Spanish peaking students or thei					0 1/2	2 time	O Never	
13. How many Affirmative Action program po	ositions a	are held by	Hispan	ics?				
Tenured faculty	20	Adjunct fa	aculty					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 institution, what initiatives exist that hel		-			yees lad anceme		0	\odot
promotion?					evelopm ning	ent	0	0
12. What percentage of university employees	s are uni	on?	O M	lore tha	n 50%	ΟL	ess tha	n 50%
13. Does the institution conduct internal stud employees, or have committees that mo institution? Provide a short narrative:								
On an annual basis, Illinois State University Action Plan that details the University's cam and equal opportunity. To this end, the AAP efforts to recruit, promote, and retain Hispa commitment of each unit's strategies to pro the workforce to both the President and Bos	pus-wid contain nic emp mote an	e commitm s workforce loyees, lists id achieve c	ent to survey progra	the prin /s that r ammatic	ciples of neasure c efforts	f divers depart that ev	ity, inclu mental vidence	usion, the

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:

• Yes • No

2. As of June 30, 2016, provide the total number following university position and categories.		spanics employed or appointed within each of the employed numbers are counted:	•
Board of Directors/Regents	2	Board of Directors/Regents	c
(Hispanics on Board)	2	(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)		Vice Presidents (list all titles)	
	0		4
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	75
	0		1
Dean(s) (list all Deans titles)	_	Dean(s) (list all Deans titles)	11 12
	3		14
Directors of programs (list all director titles)		Directors of programs (list all director titles)	
	12		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			470
	160		470
Hispanic Union and non-Union:		Non-Hispanic Union and non-Union:	(2222) (2
Hispanic Union and non-Union: Any and all skilled craft workers	2	Non-Hispanic Union and non-Union: Any and all skilled craft workers	27
Hispanic Union and non-Union:	2 17	Non-Hispanic Union and non-Union: Any and all skilled craft workers Service – maintenance	27 62
Hispanic Union and non-Union: Any and all skilled craft workers	2	Non-Hispanic Union and non-Union: Any and all skilled craft workers Service – maintenance	27

Grand Total 254

Grand Total 1185

For 2016, total number of Hispanic students	3294	For 2016, total number of non-Hispanic students	6597
Total number of Hispanic students that graduated in 2016	561	Total number of non-Hispanic students that graduated in 2016	1622

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			

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

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)

1)

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.

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)?						0	0	
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?						elps	۲	0
8. Is the Center Director/Coordinator Hispani	c?						0	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					0	0
10. Does the Center Director/Coordinator ass	sist in the	e recruitme	ent of H	lispanic	student	s?	۲	0
11. Does the university currently employ cult enabling them to communicate and intera					ng recruit	ters	0	0
12. How much time are Spanish speaking rec	ruiters u	tilized to a	ddress	the	⊙ Ful	l-time	O 1/4 time	
needs of Spanish peaking students or the	ir parent	s?			O 1/2	2 time	O N	ever
13. How many Affirmative Action program po	ositions a	are held by	Hispan	ics?				
Tenured faculty	32	Adjunct f	aculty					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 institution, what initiatives exist that hel		-			yees lad anceme		0	O
promotion?					evelopm ning	ent	O	0
12. What percentage of university employees	s are uni	on?	O N	lore tha	ın 50%	O I	ess tha	n 50%
13. Does the institution conduct internal stud employees, or have committees that mo institution? Provide a short narrative:	1.000			-				
Yes, the NEIU Office of Institutional Researce employees with respect to their race and en- to monitor progress and strategize with Un region. Moreover, every NEIU job applican ethnicity, gender and disability.	thnicity. iversity l	The Affirm Hiring Agen	ative A ts towa	ction O Ird dive	fficer use rsity repr	es this resenta	informa ative of	

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: O Yes O No

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 / Persents

Board of Directors/Regents	*	Board of Directors/Regents	*
(Hispanics on Board)		(Non-Hispanics on Board)	
Total		Total	
Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)		Vice Presidents (list all titles)	
	1		27
Provost/Chancellor (any title/position)		Provost/Chancellor (any title/position)	
	0		8
Dean(s) (list all Deans titles)		Dean(s) (list all Deans titles)	
	0		24
Directors of programs (list all director titles)		Directors of programs (list all director titles)	1
	13		262
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
Total number of Hispanic students that graduated in 2016	561	Total number of non-Hispanic students that graduated in 2016	4737

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			

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

	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	

1)

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)?							0	0
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?						elps	۲	0
8. Is the Center Director/Coordinator Hispanio	c?						O	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					o	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of H	lispanic	student	s?	0	0
11. Does the university currently employ cult enabling them to communicate and intera					g recrui	ters	0	0
12. How much time are Spanish speaking recr	uiters u	tilized to a	ddress	the	⊙ Ful	l-time	O 1/4 time	
needs of Spanish peaking students or thei					0 1/2	2 time	O Never	
13. How many Affirmative Action program po	sitions a	are held by	Hispan	ics?				
Tenured faculty	3	Adjunct f	aculty					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 t institution, what initiatives exist that hel		-			yees lad anceme		0	0
promotion?					evelopm ning	ent	0	0
12. What percentage of university employees	are uni	on?	O N	lore tha	n 50%	O L	ess thar	n 50%
13. Does the institution conduct internal stud employees, or have committees that mor institution? Provide a short narrative:	1.00							
								
The Academic Colleges as well as the Administrative Divisions, The Center for Affirmative Ac					ive Act	hon and		
Equity Compliance, Human Resource Services, The Presidential Commissions, Supportive Pr							10.54	
Staff Council, the Operating Staff Council, ar								22
university wide surveys that monitor the rec departure of employees from the institution		it of Hispar	ic emp	loyees, I	monitor	emplo	yment a	nd
	1.							

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:

O Yes O No

2. As of June 30, 2016, provide the total number following university position and categories.		spanics employed or appointed within each of the employed numbers are counted:	9		
Board of Directors/Regents	0	Board of Directors/Regents	7		
(Hispanics on Board)	0	(Non-Hispanics on Board)			
Total	0	Total	7		
Hispanic Administrators:		Non-Hispanic Administrators:			
University President	0	University President	1		
Vice Presidents (list all titles)		Vice Presidents (list all titles)			
	0		1		
Provost/Chancellor (any title/position)		Provost/Chancellor (any title/position)	10		
	1		16		
Dean(s) (list all Deans titles)	221	Dean(s) (list all Deans titles)			
	1		29		
Directors of programs (list all director titles)		Directors of programs (list all director titles)			
	4		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
Total number of Hispanic students that graduated in 2016	268	Total number of non-Hispanic students that graduated in 2016	4301

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				
Total Hispanic faculty that experienced separation from the university	3			

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.

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)?							0	0
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?						elps	۲	0
8. Is the Center Director/Coordinator Hispanio	c?						O	0
9. Does the Director/Coordinator speak fluen	t Spanis	h?					۲	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of H	ispanic	student	s?	۲	0
11. Does the university currently employ cult enabling them to communicate and intera	117				g recrui	ters	۲	0
12. How much time are Spanish speaking recr	uiters u	tilized to a	ddress [.]	the	⊙ Ful	l-time	O 1/4 time	
needs of Spanish peaking students or thei					0 1/2	2 time	O Never	
13. How many Affirmative Action program positions are held by Hispanics?								
Tenured faculty	0	Adjunct fa	aculty					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 t institution, what initiatives exist that hel		-		-	yees lad anceme		0	O
promotion?					evelopm ning	ent	0	0
12. What percentage of university employees	are uni	on?	O N	lore tha	n 50%	٥ı	ess thar	n 50%
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.								

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:

O Yes O 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 Board of Directors/Regents** (Hispanics on Board) (Non-Hispanics on Board) Total 7 0 Total **Hispanic Administrators: Non-Hispanic Administrators: University President** 0 **University President** 1 Vice Presidents (list all titles) Vice Presidents (list all titles) 0 4 Provost/Chancellor (any title/position) Provost/Chancellor (any title/position) 0 10 Dean(s) (list all Deans titles) Dean(s) (list all Deans titles) 0 23 Directors of programs (list all director titles) Directors of programs (list all director titles) 41 1 79 Total Total **Non-Hispanic Faculty: Hispanic Faculty:** 13 Full-time tenured faculty 308 Full-time tenured faculty 8 Full-time non-tenured faculty 276 Full-time non-tenured faculty 3 Part-time faculty 237 Part-time faculty Adjunct faculty Adjunct faculty Total 24 Total 821 Hispanic (administrative) Support Staff: Non-Hispanic (administrative) Support Staff: 521 18 All administrative support staff All administrative support staff Office and clerical 4 Office and clerical 353 5 Para-professionals 262 Para-professionals 1135 27 Total Total Non-Hispanic Union and non-Union: **Hispanic Union and non-Union:** 62 1 Any and all skilled craft workers Any and all skilled craft workers 3 246 Service – maintenance Service - maintenance

Grand Total 56

Total

4

Grand Total 2343

Total 308

For 2016, total number of Hispanic students	537	For 2016, total number of non-Hispanic students	13,728
Total number of Hispanic students that graduated in 2016	97	Total number of non-Hispanic students that graduated in 2016	2,999

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				

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

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 exits in the job group. The total underutilization for Hispanics employees is 26.

2)

1)

SIUE does not used 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.

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)?					0	O		
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?					0	0		
8. Is the Center Director/Coordinator Hispanic	?						0	0
9. Does the Director/Coordinator speak fluent Spanish?				0	0			
10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?					0	0		
11. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students?					0	۲		
12. How much time are Spanish speaking recru	uiters ut	tilized to a	ddress	the	O Ful	l-time	O 1/4 time	
needs of Spanish peaking students or their	. parent	s?			O 1/2	2 time	O Never	
13. How many Affirmative Action program pos	sitions a	re held by	Hispar	ics?				
Tenured faculty		Adjunct f	aculty					
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 t					yees lad Ianceme		0	0
institution, what initiatives exist that help promotion?	os to pro	ovide them	WITN	Self-de	evelopm ning		0	0
					ess thai	ז 50%		
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.						es in bal tees		

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:

• Yes • No

following university position and categories.		spanics employed or appointed within each of the mployed numbers are counted:	•		
Board of Directors/Regents	0	Board of Directors/Regents			
(Hispanics on Board)	2	(Non-Hispanics on Board)	10		
Total	2	Total			
Hispanic Administrators:		Non-Hispanic Administrators:			
University President	0	University President	0		
Vice Presidents (list all titles)		Vice Presidents (list all titles)			
	0				
Provost/Chancellor (any title/position)		Provost/Chancellor (any title/position)			
	0		36		
Dean(s) (list all Deans titles)		Dean(s) (list all Deans titles)			
	3		95		
Directors of programs (list all director titles)		Directors of programs (list all director titles)			
	71		647		
Total	74	Total	781		
Hispanic Faculty:		Non-Hispanic Faculty:			
Hispanic Faculty: Full-time tenured faculty	59		768		
		Non-Hispanic Faculty:	768 1,191		
Full-time tenured faculty	59	Non-Hispanic Faculty: Full-time tenured faculty			
Full-time tenured faculty Full-time non-tenured faculty	59 82	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty	1,191		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	59 82 32	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	1,191 1,017		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	59 82 32 15	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	1,191 1,017 265		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total	59 82 32 15	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total	1,191 1,017 265		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Hispanic (administrative) Support Staff:	59 82 32 15 188	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical	1,191 1,017 265 3,241 4,429 482		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Image: Adjunct faculty Total Hispanic (administrative) Support Staff: All administrative support staff Office and clerical	59 82 32 15 188 653	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff	1,191 1,017 265 3,241 4,429		
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Hispanic (administrative) Support Staff: All administrative support staff Office and clerical	59 82 32 15 188 653 120	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals	1,191 1,017 265 3,241 4,429 482		
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionals	59 82 32 15 188 653 120 462	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals	1,191 1,017 265 3,241 4,429 482 1,254		
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotal	59 82 32 15 188 653 120 462	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total	1,191 1,017 265 3,241 4,429 482 1,254		
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalHispanic Union and non-Union:	59 82 15 188 653 120 462 1,235	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Non-Hispanic Union and non-Union:	1,191 1,017 265 3,241 4,429 482 1,254 6,165		
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalHispanic Union and non-Union:Any and all skilled craft workersService – maintenance	59 82 32 15 188 653 120 462 1,235 11	Non-Hispanic Faculty: Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff: All administrative support staff Office and clerical Para-professionals Total Non-Hispanic Union and non-Union: Any and all skilled craft workers Service – maintenance	1,191 1,017 265 3,241 4,429 482 1,254 6,165		

Grand Total 1,671

Grand Total 10,81

For 2016, total number of Hispanic students	6,587	For 2016, total number of non-Hispanic students	22,533
Total number of Hispanic students that graduated in 2016	1,248	Total number of non-Hispanic students that graduated in 2016	6,145

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			

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

2)

1)

6-Skilled crafts
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)?					0	0	
nter have	e a Director	r or Coc	ordinato	r that h	elps	۲	0
ic?						O	0
nt Spanis	h?					٥	0
sist in the	e recruitme	ent of H	lispanic	student	s?	۲	0
17	17 A	-		g recrui	ters	۲	0
		ddress ⁻	the	•	und film and the analysis of the dark be-		/4 time ever
2.32	21 10 1992	100000		<u> </u>	1055500 a		# 1454
			ics?				4.4
					14 0		
	20.00000000000000	2					0 24
					27		
16.001						Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that helps to provide them withEmployees ladder enhancement				0	0		
promotion? Self-development training			0	0			
s are uni	on?	ON	lore tha	n 50%	ΟL	ess thar	n 50%
							1
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.							
	nter have ic? nt Spanis sist in the turally co act with cruiters u ir parent ositions a 69 1 47 Total tenure s lps to pro- es are uni- dies, have ompliance Coordina department	nter have a Director ic? nt Spanish? sist in the recruitment turally competent S act with parents and cruiters utilized to act ir parents? ositions are held by 69 Adjunct fa 1 Deans 47 Directors Total 155 tenure system at your lips to provide them as are union? dies, have surveys fa pompliance of all acad Coordinator for eact departments or adm he acts as a resource	nter have a Director or Coordinator for each College ic? nt Spanish? sist in the recruitment of H turally competent Spanish act with parents and stude cruiters utilized to address ir parents? ositions are held by Hispan 69 Adjunct faculty 1 Deans 47 Directors Total 155 tenure system at your lps to provide them with es are union? O N dies, have surveys for mon ponitor employment and dep ompliance of all academic se Coordinator for each College departments or administration he acts as a resource person	nter have a Director or Coordinato ic? nt Spanish? sist in the recruitment of Hispanic turally competent Spanish speakin act with parents and students? turally competent Spanish speakin act with parents and students? cruiters utilized to address the ir parents? ositions are held by Hispanics? 69 Adjunct faculty 1 Deans 47 Directors Total 155 tenure system at your lips to provide them with Self-de train es are union? More tha dies, have surveys for monitoring to onitor employment and departure ompliance of all academic search an Coordinator for each College serve departments or administrative unit he acts as a resource person at the	nter have a Director or Coordinator that he ic? Int Spanish? sist in the recruitment of Hispanic student turally competent Spanish speaking recruit act with parents and students? Cruiters utilized to address the sir parents? Cositions are held by Hispanics? 69 Adjunct faculty 1 Deans 47 Directors Total 155 tenure system at your lps to provide them with lps to provide them with self-development training as are union? More than 50% dies, have surveys for monitoring the recruiter onitor employment and departure of employment for a dispartments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments or administrative units that sec he acts as a resource person at the departments o	nter have a Director or Coordinator that helps ic? nt Spanish? sist in the recruitment of Hispanic students? turally competent Spanish speaking recruiters ract with parents and students? cruiters utilized to address the sir parents? Cruiters utilized to address the sir parents? © Full-time © 1/2 time 0 1/2 time 1 Deans 47 Directors Total 155 tenure system at your lps to provide them with Self-development training as are union? © More than 50% © L dies, have surveys for monitoring the recruitment ponitor employment and departure of employees to coordinator for each College serves as a liaison bo departments or administrative units that seek to for he acts as a resource person at the department or	spanic Resource Center (HRC)? nter have a Director or Coordinator that helps ic?

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: O Yes O 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 Board of Directors/Regents** 10 2 (Hispanics on Board) (Non-Hispanics on Board) Total 10 2 Total **Hispanic Administrators: Non-Hispanic Administrators: University President** 0 **University President** 0 Vice Presidents (list all titles) Vice Presidents (list all titles) 0 1 Provost/Chancellor (any title/position) Provost/Chancellor (any title/position) 0 14 Dean(s) (list all Deans titles) Dean(s) (list all Deans titles) 1 3 Directors of programs (list all director titles) Directors of programs (list all director titles) 67 1 85 Total 2 Total **Non-Hispanic Faculty: Hispanic Faculty:** Full-time tenured faculty 102 2 Full-time tenured faculty Full-time non-tenured faculty 3 92 Full-time non-tenured faculty 0 Part-time faculty 31 Part-time faculty Adjunct faculty 3 Adjunct faculty 108 333 Total 8 Total Hispanic (administrative) Support Staff: Non-Hispanic (administrative) Support Staff: 228 10 All administrative support staff All administrative support staff 68 Office and clerical 2 Office and clerical Para-professionals 52 Para-professionals 13 348 Total Total Non-Hispanic Union and non-Union: **Hispanic Union and non-Union:**

1

0

Total 1

Grand Total 24

Any and all skilled craft workers

Service – maintenance

20

65

85

Total

Grand Total 851

Any and all skilled craft workers

Service - maintenance

For 2016, total number of Hispanic students	312	For 2016, total number of non-Hispanic students	5,116
Total number of Hispanic students that graduated in 2016	58	Total number of non-Hispanic students that graduated in 2016	1,697

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

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

That data is currently being developed.

2)

1)

To be determined.

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

							Yes	No
6. Does your institution currently have an Hispanic Resource Center (HRC)?				0	0			
7. If your institution has an HRC, does the cen address the needs of Hispanic Students?	ter have	a Directo	r or Coo	ordinato	or that h	elps	٥	0
8. Is the Center Director/Coordinator Hispanio	c?						0	O
9. Does the Director/Coordinator speak fluen	t Spanisl	h?					0	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of H	lispanic	student	s?	0	0
11. Does the university currently employ cult enabling them to communicate and intera	17		-		ng recruit	ters	0	0
12. How much time are Spanish speaking recr			ddress	the	⊙ ^{Ful}	l-time	0 1/	/4 time
needs of Spanish peaking students or thei	r parent	s?			O 1/2	time	O N	ever
13. How many Affirmative Action program po	sitions a	re held by	Hispan	ics?				
Tenured faculty	0	Adjunct f	aculty					0
Part-time tenured faculty	0	Deans						0
Full-time non-tenured faculty	1	Directors					0	
Total 1								
						24	Yes	No
11. For Hispanic employees not a part of the tenure system at your institution, what initiatives exist that beins to provide them with enhancement				0	0			
institution, what initiatives exist that hel	ps to pro	ovide them	with					•
promotion?					evelopm ning	ent	•	0
12. What percentage of university employees	are unio	on?	O N	lore tha	ın 50%	ΟL	ess thar	n 50%
13. Does the institution conduct internal stud employees, or have committees that mor institution? Provide a short narrative:								
Yes, the institution regularly reviews efforts employing a full time administrator to moni dedicated confidential exit interviews condu	tor empl	oyment an	id depa	rture of	employ			

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:

🔿 Yes 💿 No

2. As of June 30, 2016, provide the total number following university position and categories.		spanics employed or appointed within each of the employed numbers are counted:	2
Board of Directors/Regents	2	Board of Directors/Regents	10
(Hispanics on Board)	2	(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)		Vice Presidents (list all titles)	
	0		0
Provost/Chancellor (any title/position)	2	Provost/Chancellor (any title/position)	22
	2		33
Dean(s) (list all Deans titles)	0	Dean(s) (list all Deans titles)	00
	3		99
Directors of programs (list all director titles)		Directors of programs (list all director titles)	
	27		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
	44.0		

Grand Total 412

Grand Total 11,26

For 2016, total number of Hispanic students	4,079	For 2016, total number of non-Hispanic students	42,872
Total number of Hispanic students that graduated in 2016	800	Total number of non-Hispanic students that graduated in 2016	11,569

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

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

120324	
1)	
	See attached spreadsheet.
2)	
-1	See attached spreadsheet.

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

							Yes	No
6. Does your institution currently have an Hispanic Resource Center (HRC)?							O	0
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?						os	۲	0
8. Is the Center Director/Coordinator Hispanic?							O	0
9. Does the Director/Coordinator speak fluent Spanish?							0	0
10. Does the Center Director/Coordinator ass	sist in th	e recruitme	nt of H	ispanic	students?		0	0
11. Does the university currently employ cult enabling them to communicate and intera	17				g recruite	rs	0	0
12. How much time are Spanish speaking rec	ruiters u	tilized to ad	Idress 1	the	⊙ Full-t	ime	0 ¹ /	/4 time
needs of Spanish peaking students or the	ir parent	ts?			O 1/2 t	ime	O N	ever
13. How many Affirmative Action program po	ositions a	are held by I	Hispan	ics?				
Tenured faculty	101	Adjunct fa	culty					3
Part-time tenured faculty	4	Deans						0
Full-time non-tenured faculty	334	Directors						0
	Total	142						
						24	Yes	No
11. For Hispanic employees not a part of the institution, what initiatives exist that hel					yees ladde ancement		0	0
promotion?					evelopmen ning	t	0	0
12. What percentage of university employees	s are uni	on?	O №	lore tha	in 50%	ΟL	ess thar	n 50%
13. Does the institution conduct internal stud employees, or have committees that mo institution? Provide a short narrative:								
Target of Opportunity Program (TOP)- The University faculty that is excellent in many dimensions. The TOP will enhance our institution's strategic goals and build program is to attract leading faculty members among veterans status in specific units on campus. The Diver committee committed to the recruitment and retenti provides workshops, resources, information, professi diverse faculty at Illinois. Illinois makes a variety of go staff, appoints EEO officers to every college on the Illi each college, and we nominate Diversity Advocates to search process and help committees avoid unintentio	is designe d on our re groups th rsity Realiz ion of unde onal devel ood faith e nois camp o serve on	ed to support re eputation as a la lat are underre zed at Illinois b errepresented lopment, and d efforts for each bus charged wit all search com	ecruitme eading p present y Visioni faculty a lata to su and eve th reviev unittees	ent of out bublic rese ad by race ng Excelle at the Illin upport the ery search ving and o	standing fact earch univers e, ethnicity, g ence (DRIVE) iois campus. e recruitmen i for academi overseeing th	ulty m sity. Tl gende Comr This c at and c and c and ne sea	embers w ne goal of r, disabilit nittee is a committe hiring of professio rch proce	vho the cy, and a e mal ss for

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: O Yes O 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	2	Board of Directors/Regents				
(Hispanics on Board)	2	(Non-Hispanics on Board)				
Total	2	Total	10			
Hispanic Administrators:		Non-Hispanic Administrators:				
University President	0	University President	1			
Vice Presidents (list all titles)		Vice Presidents (list all titles)				
	0		27			
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	0			
	U		0			
Dean(s) (list all Deans titles)	727	Dean(s) (list all Deans titles)				
	0		0			
Directors of programs (list all director titles)		Directors of programs (list all director titles)				
	5		229			
Total	5	Total	257			
Hispanic Faculty:		Non-Hispanic Faculty:				
Hispanic Faculty: Full-time tenured faculty	0	Non-Hispanic Faculty: Full-time tenured faculty	0			
2. MARKAT - MARKATANI DE MARKATANA - MARKAT ANA ANA ANA ANA ANA ANA ANA ANA ANA ANA	0 0		0 2			
Full-time tenured faculty		Full-time tenured faculty				
Full-time tenured faculty Full-time non-tenured faculty	0	Full-time tenured faculty Full-time non-tenured faculty				
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct faculty	0 0	Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty				
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	0 0 0	Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty	2 1 1			
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total	0 0 0	Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff:	2 1 1			
Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Hispanic (administrative) Support Staff:	0 0 0 0	Full-time tenured faculty Full-time non-tenured faculty Part-time faculty Adjunct faculty Total Non-Hispanic (administrative) Support Staff:	2 1 1 4			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyImage: Adjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staff	0 0 0 27	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyMon-Hispanic (administrative) Support Staff:All administrative support staff	2 1 1 4 584			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionals	0 0 0 27 8	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyAdjunct facultyTotalNon-Hispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionals	2 1 4 584 123			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionals	0 0 0 27 8 4	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyAdjunct facultyAdjunct facultyTotalNon-Hispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionals	2 1 4 584 123 24			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotal	0 0 0 27 8 4	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalNon-Hispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalNon-Hispanic Union and non-Union:	2 1 4 584 123 24			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalHispanic Union and non-Union:	0 0 0 27 8 4 39	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyMon-Hispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalNon-Hispanic Union and non-Union:	2 1 4 584 123 24 731			
Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalHispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalHispanic Union and non-Union:Any and all skilled craft workersService – maintenance	0 0 0 27 8 4 39 0	Full-time tenured facultyFull-time non-tenured facultyPart-time facultyPart-time facultyAdjunct facultyTotalNon-Hispanic (administrative) Support Staff:All administrative support staffOffice and clericalPara-professionalsTotalNon-Hispanic Union and non-Union:Any and all skilled craft workers	2 1 4 584 123 24 731 0 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
Total number of Hispanic students that graduated in 2016	N/A	Total number of non-Hispanic students that graduated in 2016	N/A

3. As of June 30, 2016, provide the number of faculty up for tenure at your institution	ł
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				

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

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

2)

1)

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

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)?						0	٥	
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?						elps	0	o
8. Is the Center Director/Coordinator Hispani	c?						0	o
9. Does the Director/Coordinator speak fluen	t Spanis	h?					0	0
10. Does the Center Director/Coordinator ass	ist in the	e recruitme	ent of H	lispanic	student	s?	0	o
11. Does the university currently employ cult enabling them to communicate and intera	17		-		ng recrui	ters	0	o
12. How much time are Spanish speaking reci	ruiters u	tilized to a	ddress	the	O Ful	l-time	0 1	/4 time
needs of Spanish peaking students or thei	r parent	s?			O 1/2	2 time	O N	ever
13. How many Affirmative Action program po	sitions a	are held by	Hispar	nics?				
Tenured faculty	n/a	Adjunct f	aculty					n/a
Part-time tenured faculty	n/a	Deans						n/a
Full-time non-tenured faculty	n/a	Directors						n/a
	Total	N/A						
		•					Yes	No
11. For Hispanic employees not a part of the institution, what initiatives exist that hel					yees lad anceme		0	0
promotion?	F F.				evelopm ning	ent	0	0
12. What percentage of university employees	are uni	on?	ON	lore tha	in 50%	ا (ess tha	n 50%
13. Does the institution conduct internal stud employees, or have committees that mo institution? Provide a short narrative:								
University Administration (UA) evaluates the job applications and other pre-employment selection methods; training management ar protocols and equal employment opportuni midway and at the end of the affirmative ac promotions, and the departure of employee	forms to nd search ity/affirm ction plan	o ensure in n committe native actio	formati e mem on. A fo	ion is jol bers on ormal as	b relatec proper i sessmen	l; evalu ntervie it is une	iating ewing dertake	

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: O Yes O 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:
 0
 University President
 1

Hispanic Administrators:		Non-Hispanic Administrators:	
University President	0	University President	1
Vice Presidents (list all titles)		Vice Presidents (list all titles)	
	0		11
Provost/Chancellor (any title/position)	0	Provost/Chancellor (any title/position)	1
	-		10
Dean(s) (list all Deans titles)	1	Dean(s) (list all Deans titles)	10
	ľ		10
Directors of programs (list all director titles)		Directors of programs (list all director titles)	
	2		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
Creard Total		Current Testel	1.700

Grand Total 23

Grand Total 1709

For 2016, total number of Hispanic students	1055	For 2016, total number of non-Hispanic students	9318
Total number of Hispanic students that graduated in 2016	210	Total number of non-Hispanic students that graduated in 2016	2628

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				

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

2)	166							
	Service Maintenance (29.84%)							

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)?									
7. If your institution has an HRC, does the center have a Director or Coordinator that helps address the needs of Hispanic Students?								0	
8. Is the Center Director/Coordinator Hispanio	c?						O	0	
9. Does the Director/Coordinator speak fluent Spanish?								0	
10. Does the Center Director/Coordinator assist in the recruitment of Hispanic students?							O	0	
11. Does the university currently employ culturally competent Spanish speaking recruiters enabling them to communicate and interact with parents and students?							o	0	
12. How much time are Spanish speaking recruiters utilized to address the O Full-time								O 1/4 time	
needs of Spanish peaking students or their parents?							O Never		
13. How many Affirmative Action program positions are held by Hispanics?									
Tenured faculty 0 Adjunct faculty								0	
Part-time tenured faculty							0		
Full-time non-tenured faculty	0 Directors							0	
Total 0									
				-			Yes	No	
11. For Hispanic employees not a part of the t institution, what initiatives exist that hel					yees lad anceme		0	O	
promotion?				Self-development training			0	0	
12. What percentage of university employees are union? Image: More than 50%						ess thar	n 50%		
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.									

Section A.

Illinois Board of Higher Education

1. As of June 30, 2016, provide the total number of Hispanics employed or appointed within each of the following university positions and categories. Only employed numbers are counted:								
Board of Directors	5	Board of Directors	10					
(Hispanics on Board)	5	(Non-Hispanics on Board)	10					
Total	5	Total	10					
Hispanic Administrators:		Non-Hispanic Administrators:						
Executive Director	0	Executive Director	1					
Deputy Director	0	Deputy Director	4					
Total	0	Total	5					
Hispanic:		Non-Hispanic Faculty:						
Senior Associate Directors	0	Senior Associate Directors	1					
Associate Directors	1	Associate Directors	9					
Assistant Directors	0	Assistant Directors	14					
Total	1	Total	24					
Hispanic (administrative) Support staff:		Non- Hispanic (administrative) Support staff:						
All administrative support staff	0	All administrative support staff	8					
Office and Clerical	0	Office and Clerical	0					
Para-professionals	0	Para-professionals	0					
Total	0	Total	8					

Grand total

Grand total 37

 $^{st}\mathrm{Board}$ members not counted as staff.

2. As of June 30, 2016, provide the number of Hispanic and non-Hispanic staff that left the agency:Total non-Hispanic staff that experienced separation from the agency0Total Hispanic staff that experienced separation from the agency1

1

3. 1) What is the total number of underutilization for Hispanics?

2) In what EEOC occupational categories does the agency have the greatest underutilization for Hispanics?

1)

2)None