

AFRICAN AMERICAN EMPLOYMENT PLAN FOR ILLINOIS PUBLIC UNIVERSITIES FISCAL YEAR 2022



January 2023
Illinois Board of Higher Education

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AFRICAN AMERICAN EMPLOYMENT PLAN – ILLINOIS PUBLIC UNIVERSITIES

The Illinois Board of Higher Education (IBHE) submits the annual *Illinois African American Employment Plan for Public Universities* to the Illinois General Assembly pursuant to the African American Employment Plan Act (20 ILCS 30/20). This report provides information on the progress of efforts to hire and promote African American faculty and administrative staff at public universities.

The IBHE conducted a survey of the Illinois public universities to obtain the number of African Americans employed as of June 30, 2022, the end of the fiscal year. The total number of African American employees at public universities and IBHE in 2022 was 5,843. This is a decrease of 126 employees from the previous year. The numbers of African American employees in 2020, 2021, and 2022 is shown by campus in the table below.

African American Employees at Public Universities, 2020 to 2022
(Full-Time and Part-Time)

	2020	2021	2022
Chicago State University	480	398	368
Eastern Illinois University	47	38	38
Governors State University	317	294	317
Illinois State University	229	231	212
Northeastern Illinois University	172	172	141
Northern Illinois University	229	229	235
Southern Illinois University-Carbondale	290	290	316
Southern Illinois University-Edwardsville	350	350	329
University of Illinois Chicago	2,737	2,706	2,600
University of Illinois Urbana-Champaign	1,071	1,072	1,070
University of Illinois Springfield	47	50	42
University of Illinois System Administration	65	82	103
Western Illinois University	65	54	68
Board of Higher Education	3	3	4
Totals	6,102	5,969	5,843
Change in 1 Year (number)		-133	-126
Change in 1 Year (percent)		-2.18%	-2.11%
Change in 2 Year (number)			-259
Change in 2 Year (percent)			-4.35%

The data collected from the public universities show that most African American employees are employed as administrative support staff (59.52%), service maintenance (15.20%) and faculty members (15.69%). Less than 9 percent are administrators in public universities.

African American Employees in Public Universities, 2022
Employment Categories

	Administrators	Faculty (Inc. Adjunct)	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% African American
CSU	33	119	149	11	56	368	583	61.8%
EIU	10	17	10	0	1	38	910	4.1%
GSU	28	104	163	8	14	317	1,147	28.0%
ISU	22	33	69	1	87	212	3,458	6.5%
NEIU	15	48	58	3	17	141	958	13.8%
NIU	32	45	118	1	39	235	3,184	7.0%
SIUC	38	62	175	4	37	316	4,479	6.4%
SIUE	910	65	222	1	31	329	2,401	14.2%
UIC	155	229	1,893	13	310	2,600	13,919	19.4%
UIUC	107	162	489	30	282	1,070	12,194	8.6%
UIS	3	9	24	2	4	42	817	6.0%
U of I System	23	1	79	0	0	103	1,009	9.1%
WIU	6	23	29	0	10	68	1,495	3.7%
IBHE	4	0	0	0	0	4	37	10.8%
Subtotals	482	917	3,478	74	888	5,843		
Percentage of Totals	8.32%	15.70%	59.56%	1.27%	15.21%	100.00%		

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

Survey Question: *Does the institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?*

Chicago State University

The University utilizes applicant demographic data to evaluate the diversity of the applicant pool.

Eastern Illinois University

Eastern Illinois University conducts ongoing assessment of the recruitment, promotion and advancement, retention, and departures of minority employees. Applicants for each faculty or administrative/professional position are provided the opportunity to identify their demographic characteristics. This enables the university to review composition of applicant pools in the context of potential availability for the relevant job group. In addition, various constituents throughout the university may share their perceptions of what could be done to improve upon the recruitment and retention of minority employees. The Human Resources office is expected to analyze the recruitment and testing of applicants for civil service positions in accordance with the provisions of the State Civil Service System guidelines and with university expectations for compliance with federal and state requirements in recruiting members of underutilized groups. The university also completes an Annual Affirmative Action Plan and is currently completing a Quality Initiative Program focused on diversifying our campus community in the areas of recruitment, hiring and retention of faculty and staff.

Governors State University

Governors State University (GSU) is the only regional public comprehensive university in Will County in the increasingly diverse Chicago Southland in the State of Illinois. GSU's mission is a commitment to offering an excellent and accessible campus that gives faculty and staff the knowledge, skills, and confidence to succeed the new normative global society. This university stays true to its founding principles of inclusive excellence when it was created in 1969. The institution's broad-based diverse learning community of staff is an impressive inspiration of optimism for a brighter future the Chicago Southland, Chicagoland area and state.

The university fosters a diversity of ideas and continues innovation and transformation of higher education by offering cultural relevant programming. This university will enhance academic programming incorporating of diversity of intellectual perspectives and mastering cross-cultural competencies.

GSU has a commitment to social justice initiatives that will create learning opportunities for faculty and staff. There are opportunities that will enable our members of the campus community to focus on civic engagement and community service with a specific emphasis on the residents of the Chicago Southland, the Chicagoland area and state who have been highly underrepresented and underserved by postsecondary education.

The diversity of our campus learning communities increases the feeling of inclusion at GSU and our sense of belonging. We at GSU have extensive programming that honors of diversity, equity, and inclusion in our campus community. GSU intentionally creates events, workshops, meetings, and organizations involving faculty and staff to show that diversity is our strength which increases academic excellence. Our ethnic and cultural diversity in our GSU community is a strength to we celebrate along with a commitment to social justice. GSU strives to close equity gaps between historically underrepresented populations that are faculty, staff, and students. Our community leads in inclusivity and diversity to foster various perspective on our campus. We are proud to be a Minority Serving Institution, Predominantly Black Institution, and an Emerging Hispanic Institution.

Illinois State University

On an annual basis, Illinois State University prepares and implements an Affirmative Action Program detailing the University's campus-wide commitment to the principles of diversity, inclusion, and equal opportunity. To this end, the AAP conducts a workforce analysis to measure the utilization of minority employees, establishes placement goals where appropriate, and lists programmatic efforts that evidence the commitment of the University's strategies to promote and achieve diversity. Information obtained by the Affirmative Action Program is shared with the President and various departments on campus to identify strategies to recruit, promote, and retain diverse employees. In addition, as a result of a Campus Climate Assessment and Task Force and implementation team's work, the University formed the President's Diversity and Inclusion Advisory Council. Members are appointed from the campus Interdisciplinary Studies, faculty/staff affinity groups and student leadership. Members gather monthly

to discuss and recommend policy and practice changes, receive updates on Equity, Diversity and Inclusion initiatives, and provide insights on immediate needs while working toward long-term planning and retention. This group is led by the Interim Assistant to the President for Diversity and Inclusion. A search is now under way to fill the position substantively and the successful incumbent will lead the newly created Office of Diversity, Equity and Inclusion, an office created to further solidify the University's commitment to diversity, equity and inclusion.

The Multicultural Center, which is a result of the efforts above, officially opened in the Fall of 2021. This space is open to all students and is intended to be a place of belonging and support. The center is led by an African-American director whose role is to champion diversity, equity and inclusion for all students.

Northeastern Illinois University

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

Northern Illinois University

Yes. Our Affirmative Action and Equal Opportunity office is responsible for monitoring and oversight of the Affirmative Action Plan. We have several committees focused on Anti-Racism and structures like our Faculty Mentor program. We have data dashboards in Tableau and PeopleSoft that provide data on employment transactions. Our Affirmative Action office works with departments on diversity recruitment plans and we work with Affirmity to conduct AAP, Adverse Impact, and Compensation analyses.

Southern Illinois University Carbondale

The University monitors the recruitment of African American employees via the annual Affirmative Action Plan. The University Affirmative Action Office monitors the racial makeup of applicant pools and works with units to improve their advertising/recruitment strategies for increased diversity. The University also has a Chancellor's Taskforce on Diversity and Inclusion that conducts surveys of faculty/staff and students on a rotating bi-annual basis. The most recent faculty/staff survey was conducted in early 2022. The Diversity Council plans to add exit surveys or other measures to examine reasons African American employees leave the institution.

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 and hiring managers to provide training, support, and 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 retention efforts, and requires search committees to develop a detailed recruitment plan. Applicants are surveyed as to how they learned of the position for which 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.)

University of Illinois System Office

The System Offices evaluate 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, microaggressions and bias. Expanding advertising outreach to underrepresented audiences. 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.

University of Illinois 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 individual to new or vacant positions.

University of Illinois Springfield

Yes; the institution conducts exit interviews and also conducts outreach to determine factors leading to separation. We also advocate for tenure process review, and maintain search procedures and conduct training to support AA/EEO and address unconscious bias in the search and selection process.

University of Illinois Urbana-Champaign

Annually, the Office for Access and Equity (OAE) prepares the Affirmative Action Plan (AAP) in accordance with federal regulations. The data analyzed during an AAP includes applicants, hires, promotions, terminations and pay. OAE meets with Deans, Vice Chancellors, EEO Officers, Vice Chairs, and HR professionals to present the AAP. OAE shares the necessity and methodology of the plan, the college representation, recruitment/retention numbers, and the programs and resources available to them to assist with recruitment/retention.

An EEO Officer/Vice Chair is appointed at the college/administrative unit level and is charged with oversight related to equal employment opportunity in their college/unit. This role is responsible for reviewing policies, practices and procedures related to the hiring process.

A Diversity Advocate is appointed to all faculty and academic professional searches on campus. The Diversity Advocate serves as a resource to search committee members and is responsible for identifying diverse recruitment sources, implementing best practices around diversifying the applicant pool, identifying any potential bias or stereotype in the search process, and ensuring the candidate evaluation is an equitable process. The Diversity Realized at Illinois through Visioning Excellence (DRIVE) is a committee that is charged to review policies, procedures and practices and recommend any changes that will assist with recruiting and retaining of a diverse workforce at the University of Illinois. DRIVE prepares annual letters to the Deans of each academic college regarding their recruitment and retention progress from the previous academic year.

Western Illinois University

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 African Americans.