

**AFRICAN AMERICAN EMPLOYMENT PLAN
FOR ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 2023**



January 2024
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, 2023, the end of the fiscal year. The total number of African American employees at public universities and IBHE in 2023 was 6,167. This is an increase of 320 employees from the previous year. The numbers of African American employees in 2021, 2022, and 2023 is shown by campus in the table below.

African American Employees at Public Universities, 2021 to 2023
(Full-Time and Part-Time)

	2021	2022	2023
Chicago State University	398	368	409
Eastern Illinois University	38	38	47
Governors State University	294	317	386
Illinois State University	231	212	231
Northeastern Illinois University	172	141	136
Northern Illinois University	229	235	268
Southern Illinois University-Carbondale	290	316	355
Southern Illinois University-Edwardsville	350	329	305
University of Illinois Chicago	2,706	2,600	2,675
University of Illinois Urbana-Champaign	1,072	1,070	1,104
University of Illinois Springfield	50	42	55
University of Illinois System Administration	82	103	123
Western Illinois University	54	68	65
Board of Higher Education	3	4	8
Totals	5,969	5,843	6,167
Change in 1 Year (number)		-126	320
Change in 1 Year (percent)		-2.11%	5.36%
Change in 2 Year (number)			194
Change in 2 Year (percent)			3.26%

The data collected from the public universities show that most African American employees are employed as administrative support staff (60.42%), service maintenance (12.60%) and faculty members (16.73%). Less than 9 percent are administrators in public universities.

African American Employees in Public Universities, 2023
Employment Categories

	Administrators	Faculty (Inc. Adjunct)	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% African American
CSU	26	124	223	11	25	409	635	64.4%
EIU	9	18	18	0	2	47	1,062	4.4%
GSU	36	153	169	10	18	386	1,285	30.0%
ISU	22	41	85	1	82	231	3,530	6.5%
NEIU	14	55	52	4	11	136	1,228	11.1%
NIU	54	56	118	1	39	268	3,573	7.5%
SIUC	41	60	211	5	38	355	4,678	7.6%
SIUE	11	65	199	1	29	305	2,271	13.4%
UIC	175	246	1,983	16	255	2,675	14,239	18.8%
UIUC	124	173	508	32	267	1,104	12,604	8.8%
UIS	5	15	32	1	2	55	849	6.5%
U of I System	20	1	102	0	0	123	1,154	10.7%
WIU	5	25	26	0	9	65	1,492	4.4%
IBHE	8	0	0	0	0	8	47	17.0%
Subtotals	550	1,032	3,726	82	777	6,167		
Percentage of Totals	8.92%	16.73%	60.42%	1.33%	12.60%	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, including African-American, Native American, Hispanic and Asian-American. 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 and 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. The 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 for 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. Our university will continue to enhance its academic programming incorporating diversity of intellectual perspectives and mastering cross-cultural competencies.

GSU has a commitment to social justice initiatives that creates 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 what 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. One of those strategies has been to implement (in Fall 2021) a Search Advocate program, modeled after Oregon State's program. A Search Advocate is a consultant/participant who advances inclusive excellence by asking questions to help committee members test their thinking, identifying, and promoting practices that advance diversity and social justice, and minimizing the impacts of cognitive and structural biases.

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 has been extended 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 and is now thriving. 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 concerning race and ethnicity. The Affirmative Action Officer uses this information to monitor progress and strategize with University Hiring Agents to diversify 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

The University monitors the recruitment of African American employees via the Annual Affirmative Action Plan. The University Equal Opportunity, Access, and Title IX Coordination Office, in collaboration with Human Resources, monitors the racial makeup of applicant pools and works with units to improve their advertising/recruitment strategies for increased diversity. Regular training on inclusive hiring practices are required of anyone service on a University hiring committee. Equity advising resources are available and promoted as part of the hiring process.

University of Illinois System Office

The System Office 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 EEO/affirmative action, microaggressions and implicit 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 departures 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

African-American Employment Plan for Higher Education 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.