

# **AFRICAN AMERICAN EMPLOYMENT PLAN FOR ILLINOIS PUBLIC UNIVERSITIES FISCAL YEAR 2024**



January 2025  
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, 2024, the end of the fiscal year. The total number of African American employees at public universities and IBHE in 2024 was 6,443. This is an increase of 276 employees from the previous year. The numbers of African American employees in 2022, 2023, and 2024 is shown by campus in the table below.

African American Employees at Public Universities, 2022 to 2024  
(Full-Time and Part-Time)

	2022	2023	2024
Chicago State University	368	409	424
Eastern Illinois University	38	47	58
Governors State University	317	386	398
Illinois State University	212	231	233
Northeastern Illinois University	141	136	142
Northern Illinois University	235	268	284
Southern Illinois University-Carbondale	316	355	356
Southern Illinois University-Edwardsville	329	305	290
University of Illinois Chicago	2,600	2,675	2,846
University of Illinois Urbana-Champaign	1,070	1,104	1,183
University of Illinois Springfield	42	55	63
University of Illinois System Administration	103	123	100
Western Illinois University	68	65	62
Board of Higher Education	4	8	4
Totals	5,843	6,167	6,443
Change in 1 Year (number)		324	276
Change in 1 Year (percent)		5.55%	4.48%
Change in 2 Year (number)			600
Change in 2 Year (percent)			10.27%

The data collected from the public universities show that most African American employees are employed as administrative support staff (59.51%), service maintenance (13.49%) and faculty members (17.12%). Less than 9 percent are administrators in public universities.

African American Employees in Public Universities, 2024  
Employment Categories

	Administrators	Faculty (Inc. Adjunct)	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% African American
CSU	31	135	188	5	65	424	646	65.6%
EIU	9	15	33	0	1	58	1,106	5.2%
GSU	33	168	170	11	16	398	1,291	30.8%
ISU	21	43	91	1	77	233	3,620	6.4%
NEIU	7	56	68	1	10	142	1,120	12.7%
NIU	53	49	143	1	38	284	3,601	7.9%
SIUC	40	66	200	5	45	356	4,629	7.7%
SIUE	14	62	188	1	25	290	2,232	13.0%
UIC	186	271	2,090	15	284	2,846	15,058	18.9%
UIUC	126	192	537	34	294	1,183	13,324	8.9%
UIS	7	20	30	2	4	63	905	7.0%
U of I System	23	1	76	0	0	100	1,068	9.4%
WIU	7	25	20	0	10	62	1,482	4.2%
IBHE*	4	0	0	0	0	4	49	8.2%
Subtotals	561	1,103	3,834	76	869	6,443		
Percentage of Totals	8.71%	17.12%	59.51%	1.18%	13.49%	100.00%		

\*Note: for FY24, IBHE reported 5 African American **Professionals** (not included in the table) in accordance with the Affirmative Action Report.

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**

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

### **Eastern Illinois University**

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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**

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Governors State University (GovState) is the only regional public comprehensive university in Will County and in the increasingly diverse Chicago Southland in the State of Illinois. Governors State University'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.

Governors State University 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 GovState and our sense of belonging. We at GovState have extensive programming that honors of diversity, equity, and inclusion in our campus community. Governors State University 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 GovState community is a strength to what we celebrate along with a commitment to social justice. Governors State University 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.

The Mission of GovState is to promote diversity and foster equity. The philosophy, strategic plan, and practices inherent at GovState embody this ideal by encouraging us to pursue the goals of diversity, inclusion, and equity as essential components of creating education that transforms; connections that endure and communities that flourish.

#### Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) Statement

Governors State University is committed to supporting a welcoming, richly diverse campus community where all students, faculty, and staff thrive, feel valued, and experience a sense of belonging.

An inclusive excellence framework is designed to support the integration of diversity, equity and inclusion efforts into the core functions and operations of the university while advancing our efforts to obtain educational excellence through GovState's four DEI goals:

- Goal 1: Improve recruitment, retention, persistence, completion, and advancement of students from underrepresented communities.
- Goal 2: Improve the recruitment, retention, and advancement of faculty and staff from underrepresented communities.
- Goal 3: Support inclusive excellence within the formal curriculum and with our co-curricular and extra-curricular experiences.
- Goal 4: Engage with our alumni and with local, national, and international communities to encourage the pursuit of inclusive excellence beyond the boundaries of GovState. 2

#### Land Acknowledgement Statement

Governors State University in University Park occupies land that was originally the ancestral homelands of various Native Nations, including the Bodwéwadmí (Potawatomi), Kaskaskia, Peoria, Myaamia (Miami), Očhéthi Šakówin (Sioux), Kiikaapoi (Kickapoo), and many others. As an institution dedicated to education and truth, we acknowledge that this land was unjustly taken from Native inhabitants. The original Native peoples held these lands sacred for thousands of years, and they remain important to Native communities today.

Governors State University resides on land cherished by past, present, and future generations of local Native Peoples. We recognize and respect the many thriving Native communities in the Chicagoland area, home to one of the largest urban Native populations, representing over 175 Tribal Nations. As part of our commitment to honor the land's heritage, Governors State University pledges to honor, respect, and share this Land Acknowledgment statement at all public events hosted by GovState.

#### **Illinois State University**

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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 is currently underway to fill the position

substantively and the successful incumbent will lead the recently created Office of Diversity, Equity and Inclusion, an office created to further solidify the University's commitment to diversity, equity and inclusion. This office recently launched a program, "ISU in conversation," to give various affinity groups an opportunity to discuss their concerns and build a sense of community.

The Multicultural Center, which is also a result of the Campus Climate Assessment and Task Force, officially opened in the Fall of 2021 and continues to thrive. 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.

Furthermore, the University's Association of Black Employees (ABE) is an affinity group that is open to all University employees who are interested in advancing the status of Black employees. ABE members provide holistic needs of employees, support, and effectively lobby for programs/policies, and assist University administration on issues relative to recruitment, retention, and the advancement of Black employees and students.

Lastly, through the Office of the Provost, the University has a Faculty Diversity and Enhancement Program (FDEP). FDEP was created to attract candidates who advance the University's commitment to fostering an inclusive environment. The goal of FDEP is to enhance student experiences by strengthening the number of faculty members who have a demonstrated commitment to equity, diversity, inclusion, and access to teaching scholarship and service.

### **Northeastern Illinois University**

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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**

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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 work with Affirmity to conduct AAP, Adverse Impact and compensation analyses.

### **Southern Illinois University Carbondale**

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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 hiring units to improve their talent acquisition strategies for increasing 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. Human Resources is in the early stages of revamping the employee exit survey process to help identify reasons why employees including African American employees) leave the institution. The Black Resource Center is in the process of hiring a new Director, which should be completed in the coming weeks.

### **Southern Illinois University Edwardsville**

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The University is in the process of setting KPIs around Affirmative Action goals for all candidates of color, including African-American employees. Additionally, surveys for individuals applying for University jobs are being created to track how individuals of color learn about our institution, and for those who come to work for us, why they chose our institution. The goal is to have those operational by the next fiscal year.

## **University of Illinois System Office**

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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**

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Recruitment and retention of African American employees is closely monitored to ensure equity and diversity. The Office for Access and Equity conducts internal studies, tracks workforce diversity, and enforces affirmative action goals through targeted recruitment of African Americans. The Chancellor's Committee on the Status of Blacks advises on matters impacting African American employees and students, working to improve campus policies and practices. These efforts reflect UIC's commitment to fostering a diverse and inclusive environment.

## **University of Illinois Springfield**

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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**

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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**

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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.