

AFRICAN AMERICAN EMPLOYMENT PLAN FOR ILLINOIS PUBLIC UNIVERSITIES FISCAL YEAR 2025



January 2026
Illinois Board of Higher Education

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AGENCY

Illinois Board of Higher Education
1 N. Old State Capitol Plaza
Suite 333
Springfield, Illinois 62701-1377
217.782.2551
TTY 888.261.2881
FAX 217.782.8548
www.ibhe.org

Printed by Authority
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1/26– 6c
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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, 2025, the end of the fiscal year. The total number of African American employees at public universities and IBHE in 2025 was 7,173. This is an increase of 730 employees from the previous year. The numbers of African American employees in 2023, 2024, and 2025 is shown by campus in the table below.

African American Employees at Public Universities, 2023 to 2025
(Full-Time and Part-Time)

	2023	2024	2025
Chicago State University	409	424	552
Eastern Illinois University	47	58	43
Governors State University	386	398	344
Illinois State University	231	233	232
Northeastern Illinois University	136	142	133
Northern Illinois University	268	284	701
Southern Illinois University-Carbondale	355	356	370
Southern Illinois University-Edwardsville	305	290	301
University of Illinois Chicago	2,675	2,846	3,048
University of Illinois Urbana-Champaign	1,104	1,183	1,209
University of Illinois Springfield	55	63	72
University of Illinois System Administration	123	100	108
Western Illinois University	65	62	53
Board of Higher Education	8	4	7
Totals	6,167	6,443	7,173
Change in 1 Year (number)		276	730
Change in 1 Year (percent)		4.48%	11.33%
Change in 2 Year (number)			1,006
Change in 2 Year (percent)			16.31%

The data collected from the public universities show that most African American employees are employed as administrative support staff (63.79%), faculty members (15.29%) and service maintenance (12.30%). Less than 8 percent are administrators in public universities.

African American Employees in Public Universities, 2025
Employment Categories

	Admini- strators	Faculty (Inc. Adjunct)	Profes- sionals	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% African American
CSU	37	184	0	259	5	67	552	814	67.8%
EIU	7	13	0	21	0	2	43	955	4.5%
GSU	41	115	0	161	11	16	344	1,115	30.9%
ISU	21	42	0	87	2	80	232	3,628	6.4%
NEIU	17	56	0	49	0	11	133	1,163	11.4%
NIU	17	53	0	610	1	20	701	4,770	14.7%
SIUC	38	66	0	214	5	47	370	4,802	7.7%
SIUE	12	59	0	202	1	27	301	2,264	13.3%
UIC	199	266	0	2,270	14	299	3,048	15,677	19.4%
UIUC	116	203	0	562	31	297	1,209	13,764	8.8%
UIS	7	21	0	37	1	6	72	898	8.0%
U of I System	24	0	0	84	0	0	108	1,109	9.7%
WIU	4	19	0	20	0	10	53	1,320	4.0%
IBHE	2	0	5	0	0	0	7	48	14.6%
Subtotals	542	1,097	5	4,576	71	882	7,173		
Percentage of Totals	7.56%	15.29%	0.07%	63.79%	0.99%	12.30%	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.

APPENDIX A: EMPLOYMENT PLAN SURVEY QUESTION & ANSWER

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 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. 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. Human Resources also conducts exit procedures with employees.

Governors State University

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.

Institutional Engagement and Excellence (IEE) 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 institutional engagement and excellence efforts into the core functions and operations of the university while advancing our efforts to obtain educational excellence through GovState's four IEE goals:

- **Goal 1:** Improve recruitment, retention, persistence, completion, and advancement of ALL students.
- **Goal 2:** Improve the recruitment, retention, and advancement of ALL faculty and staff.
- **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.

Land Acknowledgement Statement

Governors State University in University Park occupies land that was originally the ancestral homelands of various Native Nations, including the Bodwéwadmī (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

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 Chief Equity and Inclusion Officer, who implemented a program, "ISU in conversation," to give various affinity groups an opportunity to discuss their concerns and build a sense of community. The program returns this fall, with a focus on student issues.

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 the University administration on issues related 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

NEIU's office of Institutional Research collects and analyzes data on all employees, including information related to race and ethnicity. Additionally, every job applicant is asked to complete a confidential form identifying their race/ethnicity, gender, veteran status, and disability. Finally, NEIU provides training for search committees responsible for hiring faculty and administrators positions to ensure equitable and inclusive recruitment practices.

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 collects demographic data on all new hires and monitors and analyzes such data for various reports, such as this report.

Southern Illinois University Edwardsville

The University set a bar for minority faculty recruitment numbers. For staff, Human Resources makes an opportunity to share job postings on diverse websites/job boards to increase the likelihood minority candidates apply. Departments can also submit postings for diverse job boards as well.

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

The Office for Access and Equity actively tracks recruitment data, applicant pools, new hires, promotions, and terminations through comprehensive dashboards. These tools enable the university to monitor employment trends, and evaluate the effectiveness of recruitment and retention strategies across all departments. By regularly reviewing this data, the Office ensures that employment practices support equitable opportunities and identify areas for improvement.

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.