

# **AFRICAN AMERICAN EMPLOYMENT PLAN FOR ILLINOIS PUBLIC UNIVERSITIES**

**FISCAL YEAR 2020**



January 2021  
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, 2020, the end of the fiscal year. The total number of African American employees at public universities and IBHE in 2020 was 6,102. This is an increase of 143 employees from the previous year. The numbers of African American employees in 2018, 2019, and 2020 is shown by campus in the table below.

African American Employees at Public Universities, 2018 to 2020  
(Full-Time and Part-Time)

	2018	2019	2020
Chicago State University	398	557	480
Eastern Illinois University	23	29	47
Governors State University	246	273	317
Illinois State University	224	225	229
Northeastern Illinois University	178	189	172
Northern Illinois University	200	224	229
Southern Illinois University-Carbondale	258	280	290
Southern Illinois University-Edwardsville	308	306	350
University of Illinois Chicago	2,606	2,647	2,737
University of Illinois Urbana-Champaign	988	1,018	1,071
University of Illinois Springfield	46	50	47
University of Illinois System Administration	75	75	65
Western Illinois University	90	83	65
Board of Higher Education	4	3	3
Totals	5,644	5,959	6,102
Change in 1 Year (number)		315	143
Change in 1 Year (percent)		5.58%	2.40%
Change in 2 Year (number)			458
Change in 2 Year (percent)			8.11%

The data collected from the public universities show that most African American employees are employed as administrative support staff (59.46%), service maintenance (16.80%) and faculty members (14.59%). Less than 8 percent are administrators in public universities.

African American Employees in Public Universities, 2020  
Employment Categories

	Administrators	Faculty (Inc. Adjunct)	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% African American
CSU	50	164	213	13	40	480	779	61.6%
EIU	9	20	17	0	1	47	1,124	4.2%
GSU	31	106	160	4	16	317	1,100	28.8%
ISU	20	39	73	1	96	229	3,620	6.3%
NEIU	20	47	81	5	19	172	1,247	13.8%
NIU	30	36	103	1	59	229	3,272	7.0%
SIUC	22	60	157	6	45	290	4,515	6.4%
SIUE	9	52	249	0	40	350	2,473	14.2%
UIC	151	191	1,976	14	405	2,737	13,959	19.6%
UIUC	115	142	493	35	286	1,071	12,395	8.6%
UIS	7	14	19	1	6	47	868	5.4%
U of I System	9	0	55	0	1	65	833	7.8%
WIU	3	19	32	0	11	65	1,501	4.3%
IBHE	3	0	0	0	0	3	33	9.1%
Subtotals	479	890	3,628	80	1,025	6,102		
Percentage of Totals	7.85%	14.59%	59.46%	1.31%	16.80%	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 African American employees. 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. In addition, various constituents throughout the university may share their perceptions of what could be done to improve upon the recruitment and retention of African American employees. The Human Resource 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. The university also completes an annual Affirmative Action Plan and is currently completing a Quality Initiative focused on diversifying our campus community in the areas of recruitment, hiring, and retention of faculty and staff.

**Governors State University**

Governors State University has a Diversity Advisory Council whose mission is to provide coordinating function for diversity groups and issues on campus including serving as a clearinghouse for information and acting as a champion for diversity.

**Illinois State University**

On an annual basis, Illinois State University prepares, distributes, and publicly presents and Affirmative Action Plan 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 African American 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 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**

NIU has an Affirmative Action Plan, conducts employment surveys, and monitors applications and hiring in the Applicant Tracking System. Institutional Research at NIU also provides a dashboard describing the demographics of each unit for the department heads to review and make data driven decisions.

**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 2020. 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 & 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 Campus Responses:**

#### **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 Urbana-Champaign**

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.

Annually the Office for Access and Equity (OAE) completes the Affirmative Action Plan (AAP) in accordance with federal compliance guidelines and practices. 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.

#### **University of Illinois Springfield**

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.

#### **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.