

ASIAN AMERICAN EMPLOYMENT PLAN FOR ILLINOIS PUBLIC UNIVERSITIES

FISCAL YEAR 2020



January 2021
Illinois Board of Higher Education

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The Illinois Board of Higher Education (IBHE) submits the annual *Illinois Asian American Employment Plan for Public Universities* to the Illinois General Assembly pursuant to the State Employment Records Act (5 ILCS 410/20). This report provides information on the progress of efforts to hire and promote Asian-American faculty and administrative staff at public universities.

The IBHE conducted a survey of the Illinois public universities to obtain the number of employees who self-identify as Asian Americans as of June 30, 2020, the end of the fiscal year. The total number at public universities and IBHE in 2020 was 5,074. This is an increase of 268 employees from the previous year. The numbers for 2018, 2019, and 2020 is shown by campus in the table below.

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

	2018	2019	2020
Chicago State University	37	57	51
Eastern Illinois University	28	38	43
Governors State University	45	50	65
Illinois State University	139	137	146
Northeastern Illinois University	117	139	133
Northern Illinois University	208	239	248
Southern Illinois University-Carbondale	206	206	204
Southern Illinois University-Edwardsville	95	99	115
University of Illinois Chicago	2,206	2,331	2,473
University of Illinois Urbana-Champaign	1,220	1,318	1,410
University of Illinois Springfield	52	56	63
University of Illinois System Administration	53	64	53
Western Illinois University	76	72	70
Board of Higher Education	0	0	0
Totals	4,482	4,806	5,074
Change in 1 Year (number)		324	268
Change in 1 Year (percent)		7.23%	5.58%
Change in 2 Year (number)			592
Change in 2 Year (percent)			13.21%

Most Asian American employees are employed at public universities as faculty members (50.18%) and administrative support staff (43.22%). Less than 5 percent are public university administrators.

Asian American Employees in Public Universities, 2020
Employment Categories

	Administrators	Faculty (Inc. Adjunct)	Admin. Support Staff	Skilled Craft Workers	Service Maintenance	Totals	Total Staff	% Asian Americans
CSU	2	28	21	0	0	51	779	6.5%
EIU	2	34	6	0	1	43	1,124	3.8%
GSU	5	48	12	0	0	65	1,100	5.9%
ISU	10	97	30	1	8	146	3,620	4.0%
NEIU	12	62	50	1	8	133	1,247	10.7%
NIU	8	153	76	1	10	248	3,272	7.6%
SIUC	13	148	40	0	3	204	4,515	4.5%
SIUE	1	86	21	0	7	115	2,473	4.7%
UIC	85	915	1,458	2	13	2,473	13,959	17.7%
UIUC	81	865	417	6	41	1,410	12,395	11.4%
UIS	2	48	12	0	1	63	868	7.3%
U of I System	10	0	43	0	0	53	833	6.4%
WIU	0	62	7	0	1	70	1,501	4.7%
IBHE	0	0	0	0	0	0	33	
Subtotals	231	2,546	2,193	11	93	5,074		
Percentage of Totals	4.55%	50.18%	43.22%	0.22%	1.83%	100.00%		

IBHE asked each public university to describe the activities, strategies, and programs to recruit, promote, and retain Asian American employees. Each institution provided information about current and future internal studies, surveys, and committees regarding Asian 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 Asian 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 Asian 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 Asian 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 Asian 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 Asian-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 Asian 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 Asian American employees leave the institution.

Southern Illinois University Edwardsville

Pursuant to the Affirmative Action plan, the Office of Equal Opportunity, Access & Title IX Coordination ("EOA") works closely with Human 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

Our Diversity Center also serves the needs of Asian American students. We conduct Exit Interviews and climate surveys, and carefully review trends in the tenure review process. We oversee search and selection processes to promote AA/EEO and train committees and hiring managers to recognize and overcome unconscious bias.

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 Asian American employees but does monitor the search and recruitment process to determine if advertising strategies attempt to target minority groups, including Asian Americans.