

FY2016

CAMPUS UPDATE

HUMAN RESOURCES

WE ARE HR!



Glenna Jones, Director

Paula Hallock, Administrative Assistant

OUR MISSION STATEMENT

The Office of Human Resources is committed to promoting diversity and inclusion, ensuring employee health and safety, recognizing and rewarding employees and working to guarantee nondiscriminatory employment through fair compensation and equal employment opportunities. The Human Resources staff will lead by providing integrity and excellence in service and programs that will grow and nurture IVCC's most valuable resource – its employees.

IVCC DEMOGRAPHICS



RACE/ETHNIC DEFINITIONS

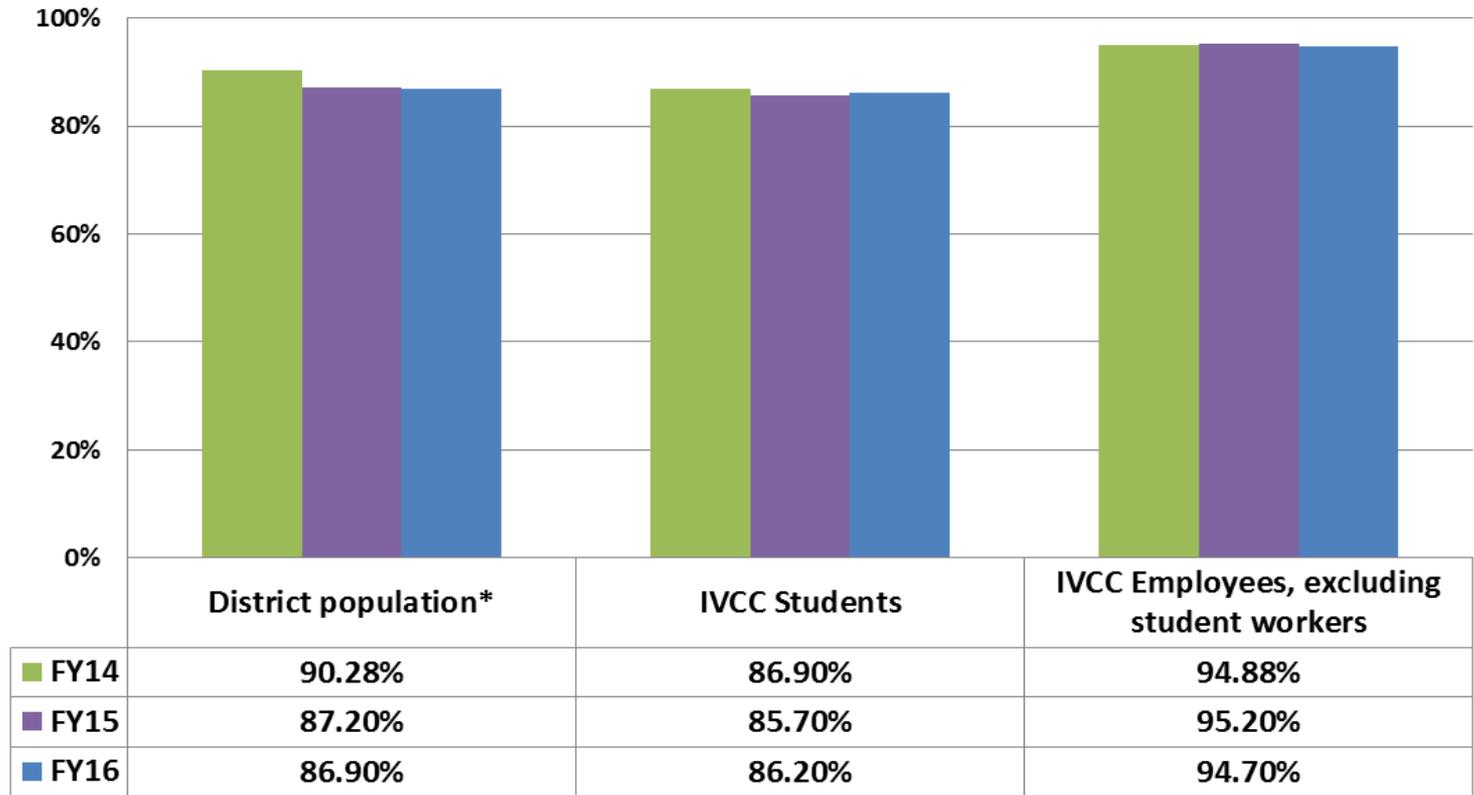
▶ **Race/Ethnic Identification (check one):**

Are you Hispanic or Latino? Yes or No

▶ **Are you from one or more of the following racial groups? Select all that apply.**

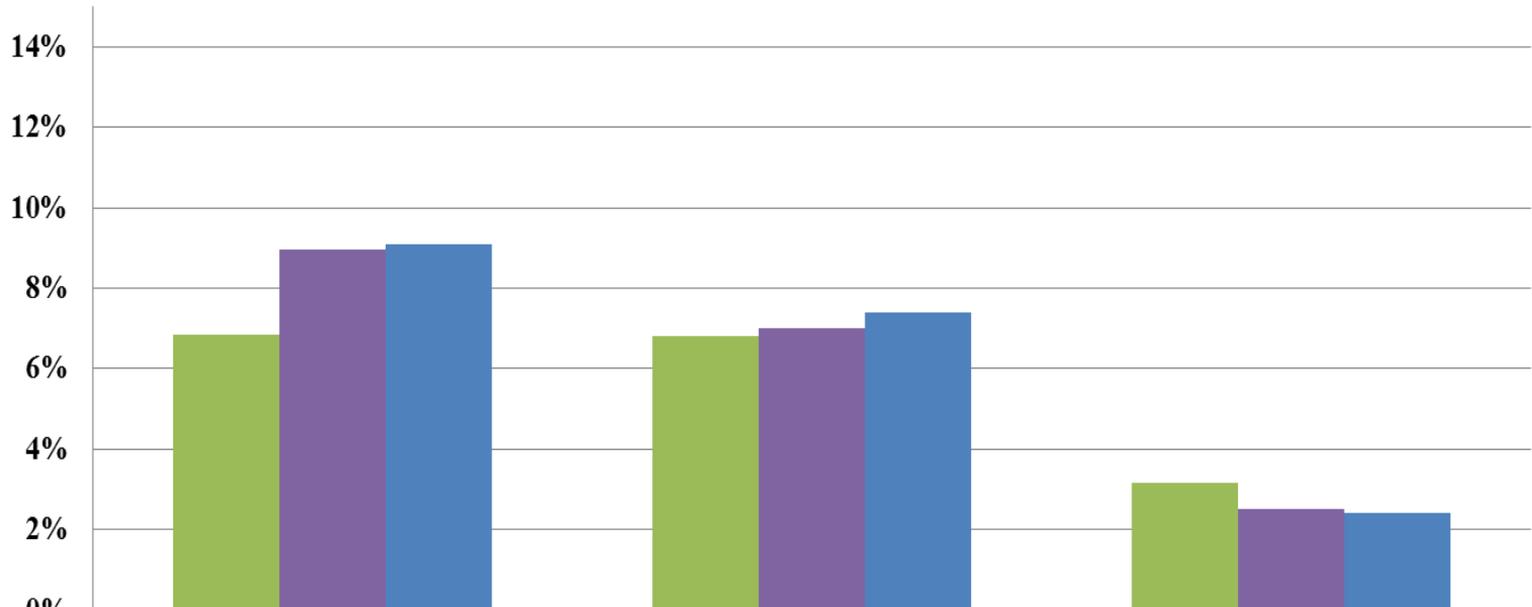
- American Indian or Alaskan Native**
- Asian**
- Black or African American**
- Native Hawaiian or Other Pacific Islander**
- White**
- Choose not to respond**

White Non-Hispanic comparison



**COMPARATIVE DEMOGRAPHICS
2016**

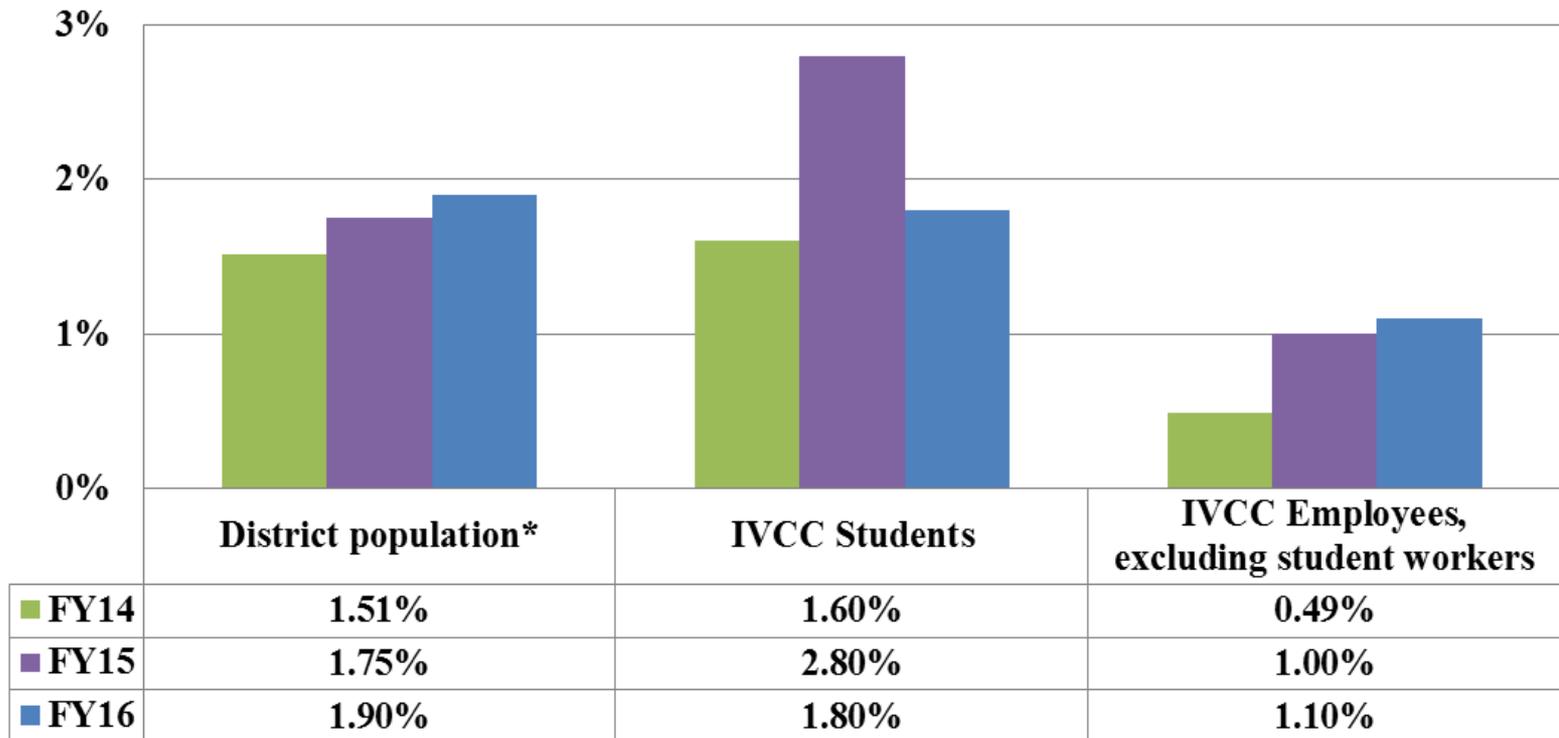
Hispanic comparison



	District population*	IVCC Students	IVCC Employees, excluding student workers
FY14	6.83%	6.80%	3.17%
FY15	8.95%	7.00%	2.50%
FY16	9.10%	7.40%	2.40%

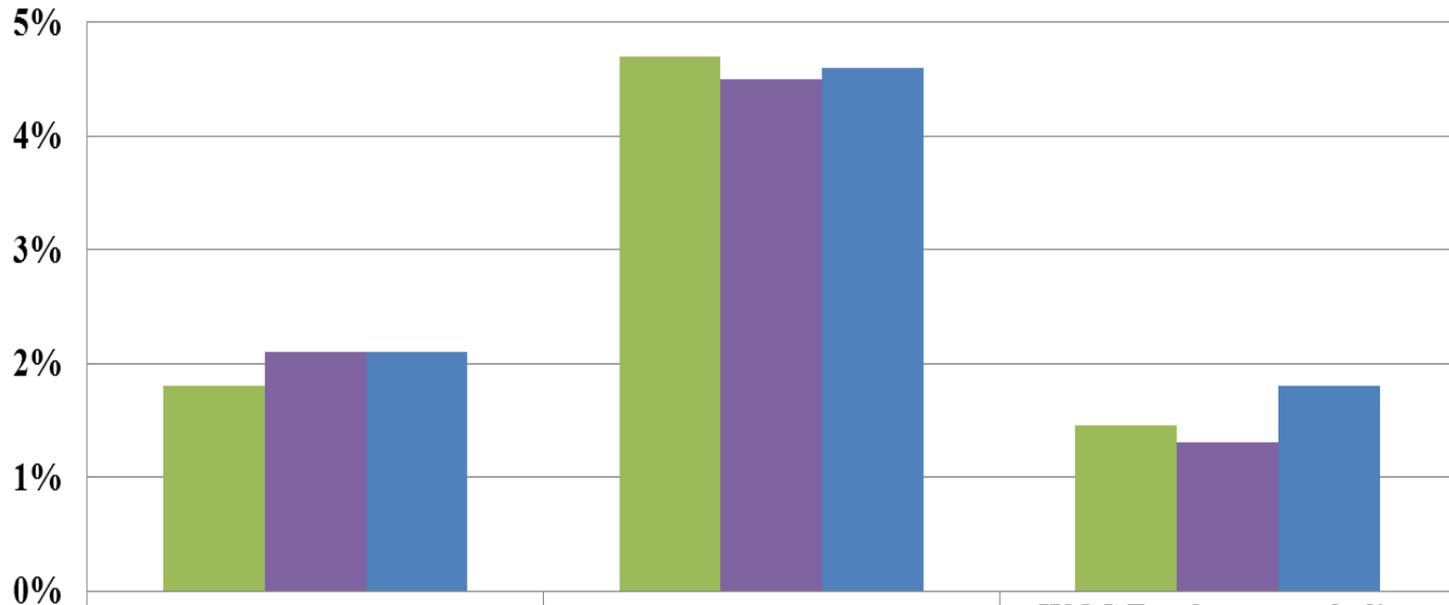
COMPARATIVE DEMOGRAPHICS 2016

Black Non-Hispanic comparison



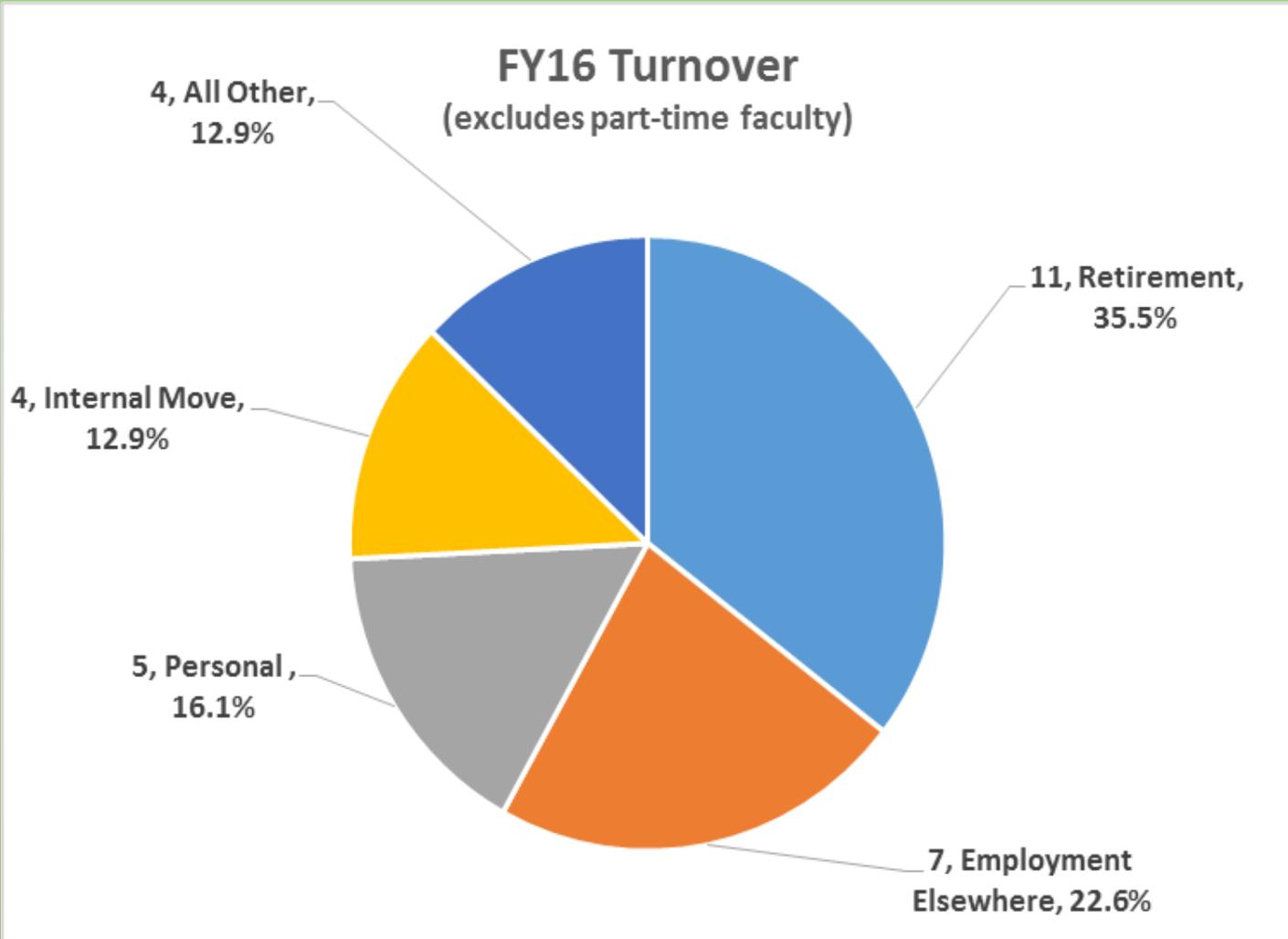
**COMPARATIVE DEMOGRAPHICS
2016**

Remaining race/ethnicities comparison



	District population*	IVCC Students	IVCC Employees, excluding student workers
FY14	1.80%	4.70%	1.46%
FY15	2.10%	4.50%	1.30%
FY16	2.10%	4.60%	1.80%

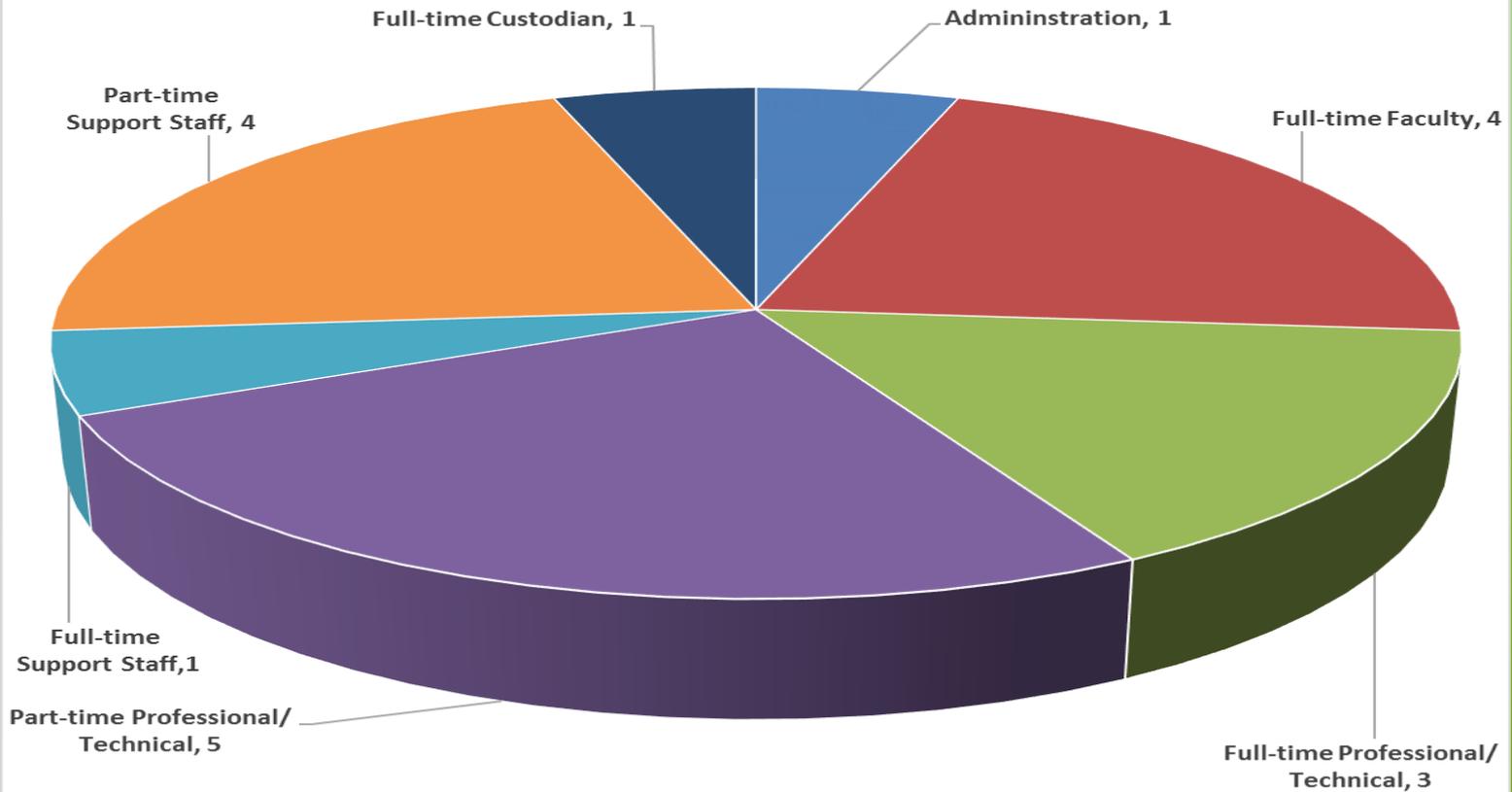
**COMPARATIVE DEMOGRAPHICS
2016**



COMPARATIVE DEMOGRAPHICS 2016

19 Positions Filled in FY16

(excludes part-time faculty, coaches and temporary positions)



COMPARATIVE DEMOGRAPHICS 2016

	FY16 Applicants	FY15 Applicants
Female	57.00%	42.20%
White/non-Hispanic	68.80%	59.20%
Hispanic	4.00%	3.70%
Black/non-Hispanic	1.80%	2.10%
Asian/non-Hispanic	2.80%	1.80%
Am Indian/Alaskan Native	0.50%	0.20%
Native Hawaiian	0.00%	0.00%
Two+ races	0.50%	1.10%
No Response	21.50%	31.80%

COMPARATIVE DEMOGRAPHICS 2016

(EXCLUDES UNSOLICITED APPLICATIONS)

	FY16 Hires	FY15 Hires
Female	65.80%	68.60%
White/non-Hispanic	97.40%	94.30%
Hispanic	2.60%	2.90%
Black/non-Hispanic	0.00%	2.80%
Asian/non-Hispanic	0.00%	0.00%
Am Indian/Alaskan Native	0.00%	0.00%
Native Hawaiian	0.00%	0.00%
Two+ races	0.00%	0.00%
Choose Not to Respond	0.00%	0.00%

COMPARATIVE DEMOGRAPHICS 2016

{EXCLUDES UNSOLICITED APPLICATIONS}

SOURCES FOR ADVERTISING FOR OPEN POSITIONS

⦿ IVCC website

⦿ Local media

⦿ Illinois Skills Match

⦿ The Chronicle of Higher Education

⦿ HigherEdJobs.com

⦿ Diversifying Higher Education Faculty in Illinois

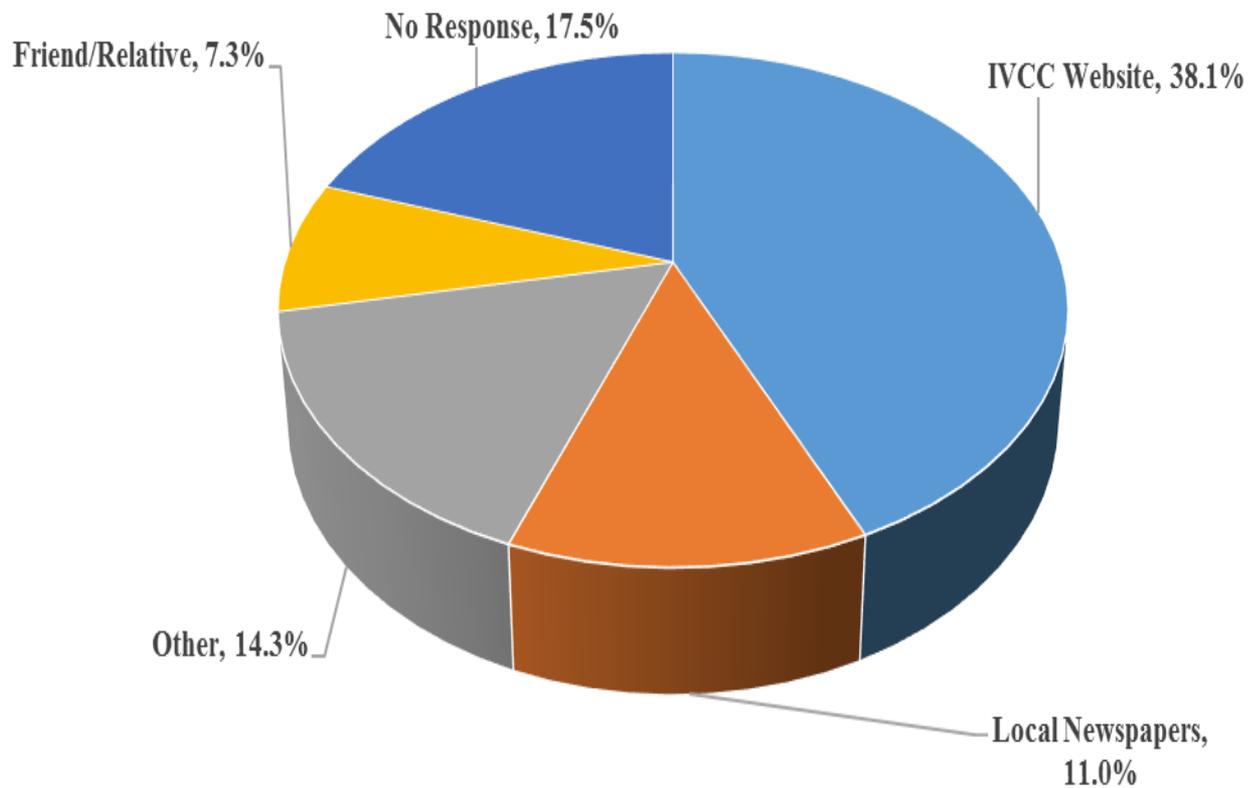
⦿ Diverse Issues In Higher Education

⦿ Hispanic Outlook in Higher Education

⦿ Comm. College & University placement offices, job boards, etc.

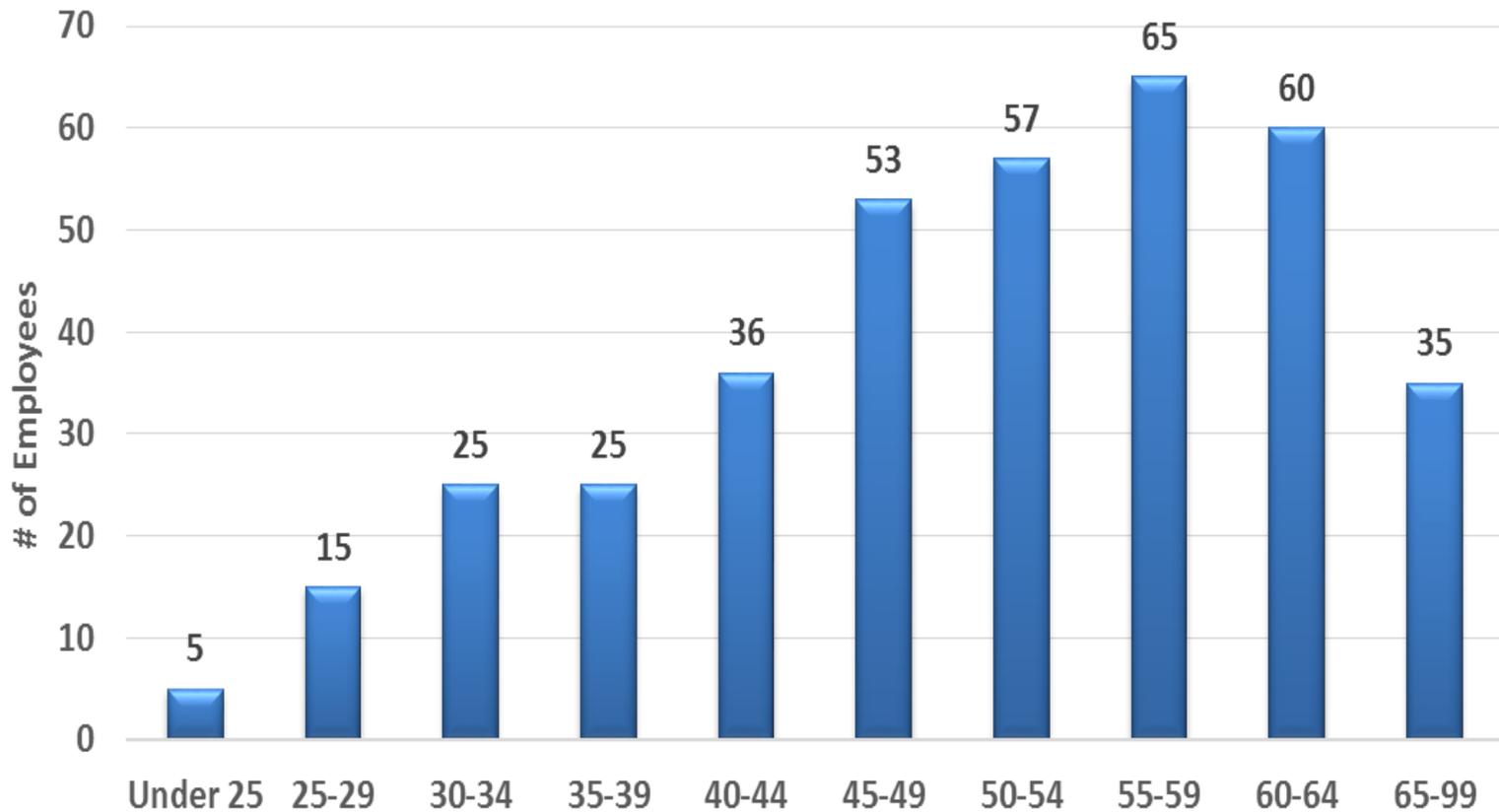
⦿ Other . . .

Top Five Recruiting Sources



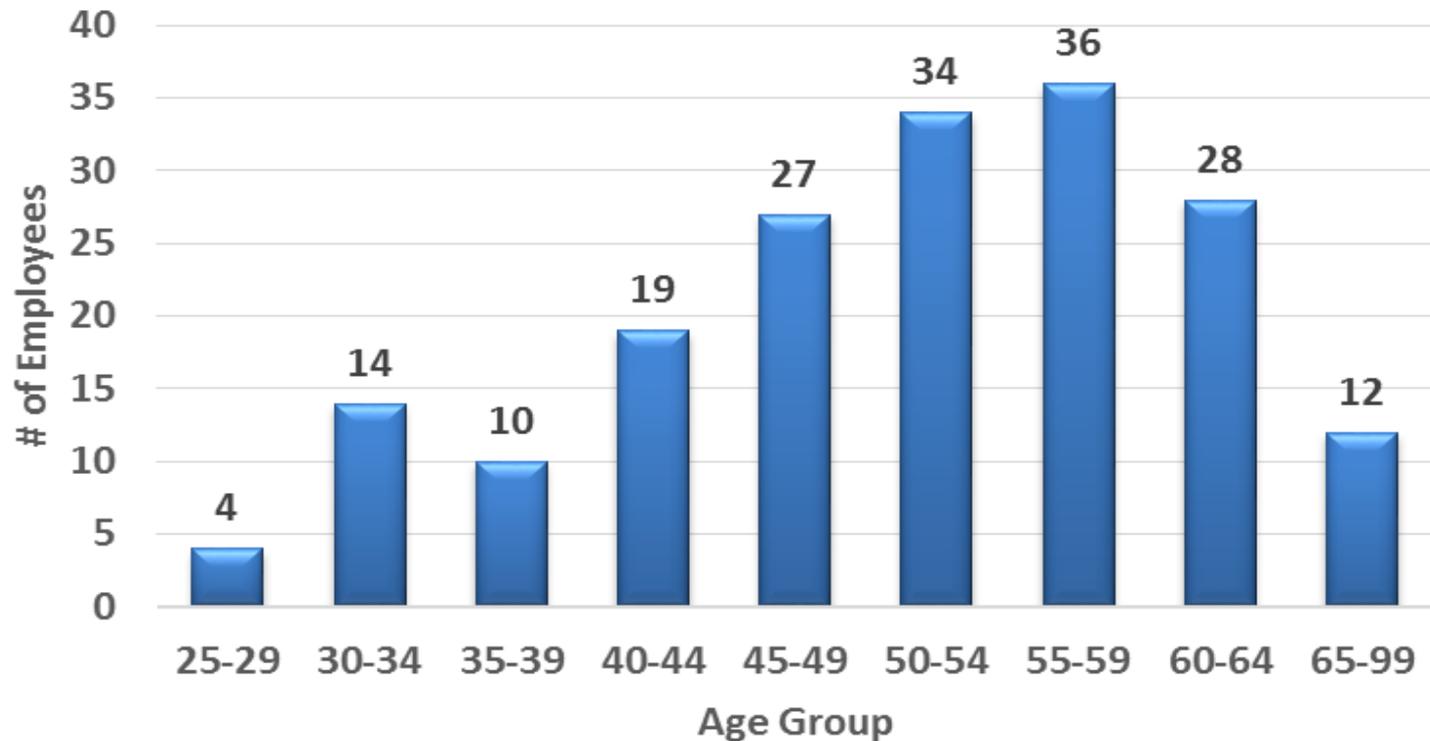
COMPARATIVE DEMOGRAPHICS 2016

Full- and Part-time Employees by Age Group



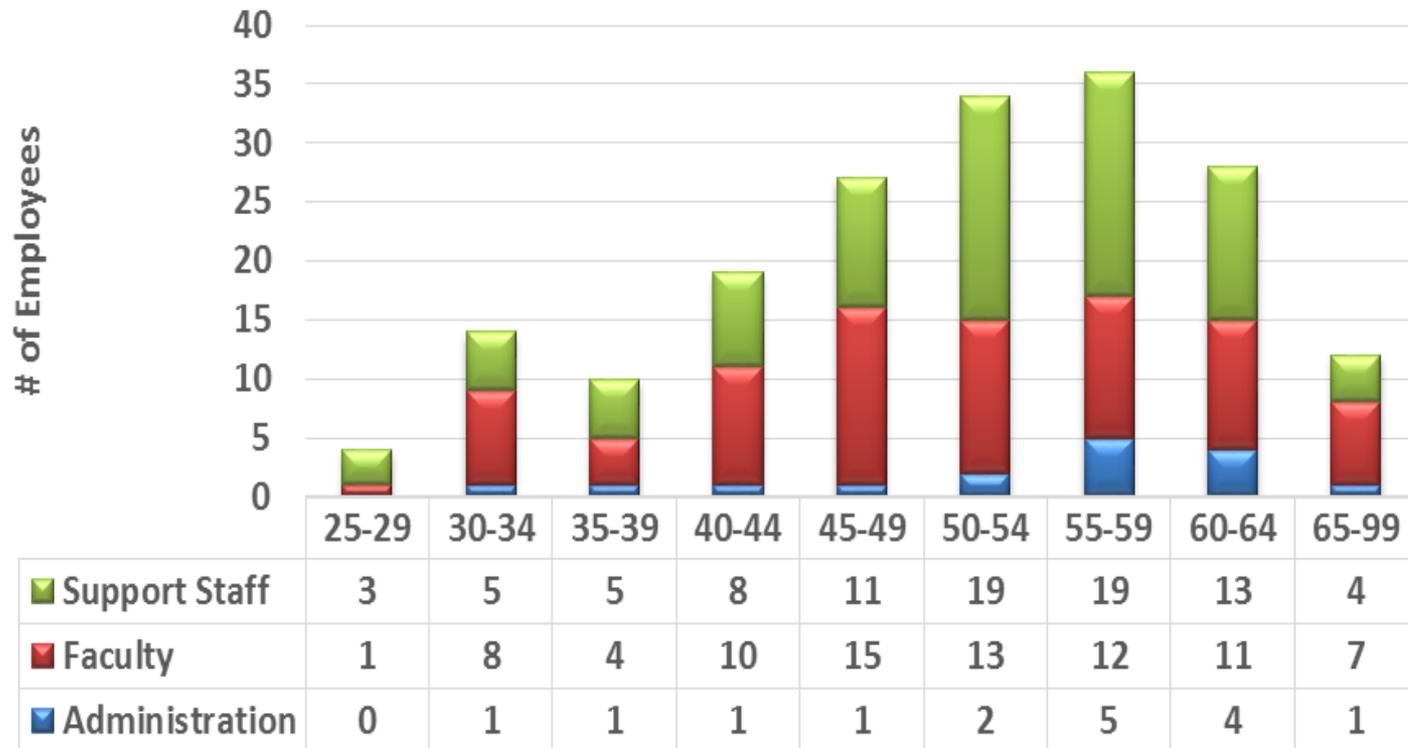
COMPARATIVE DEMOGRAPHICS 2016

Full-time Employees by Age Group



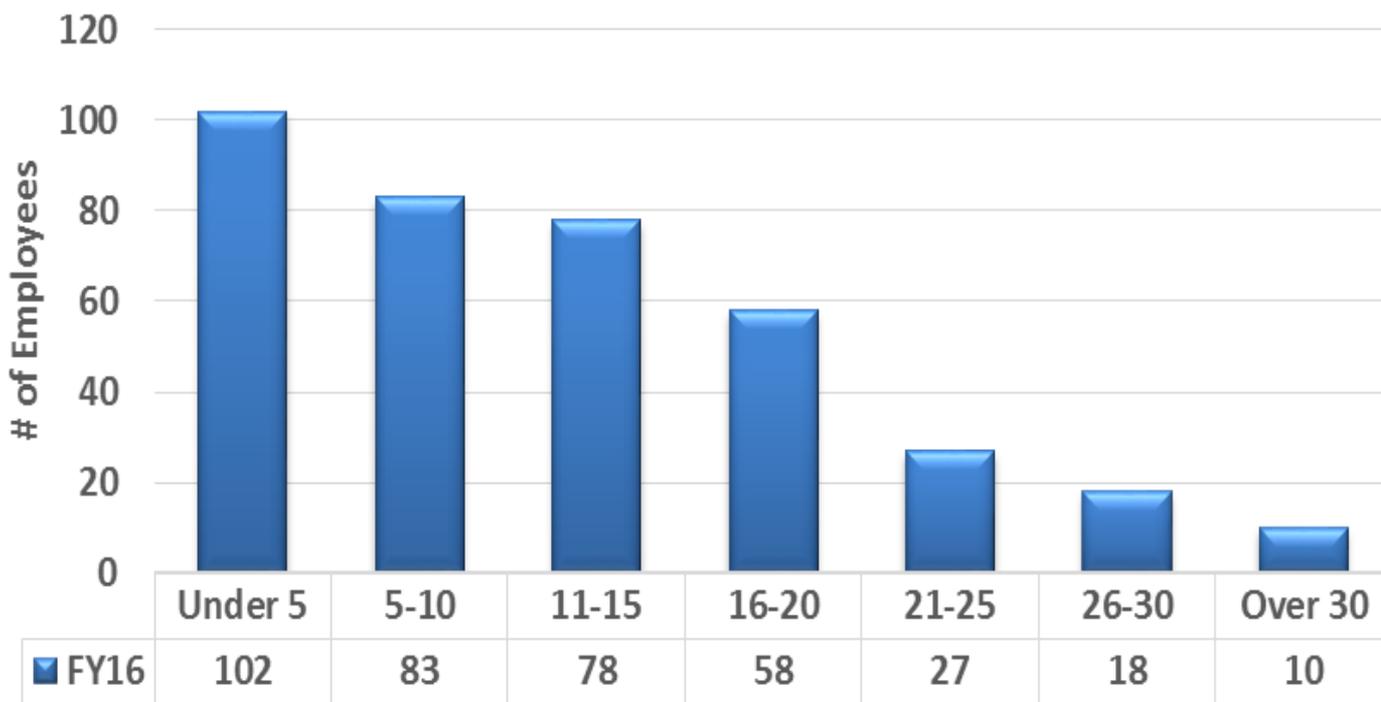
COMPARATIVE DEMOGRAPHICS 2016

Age Groups of Full-time Employees by Classification



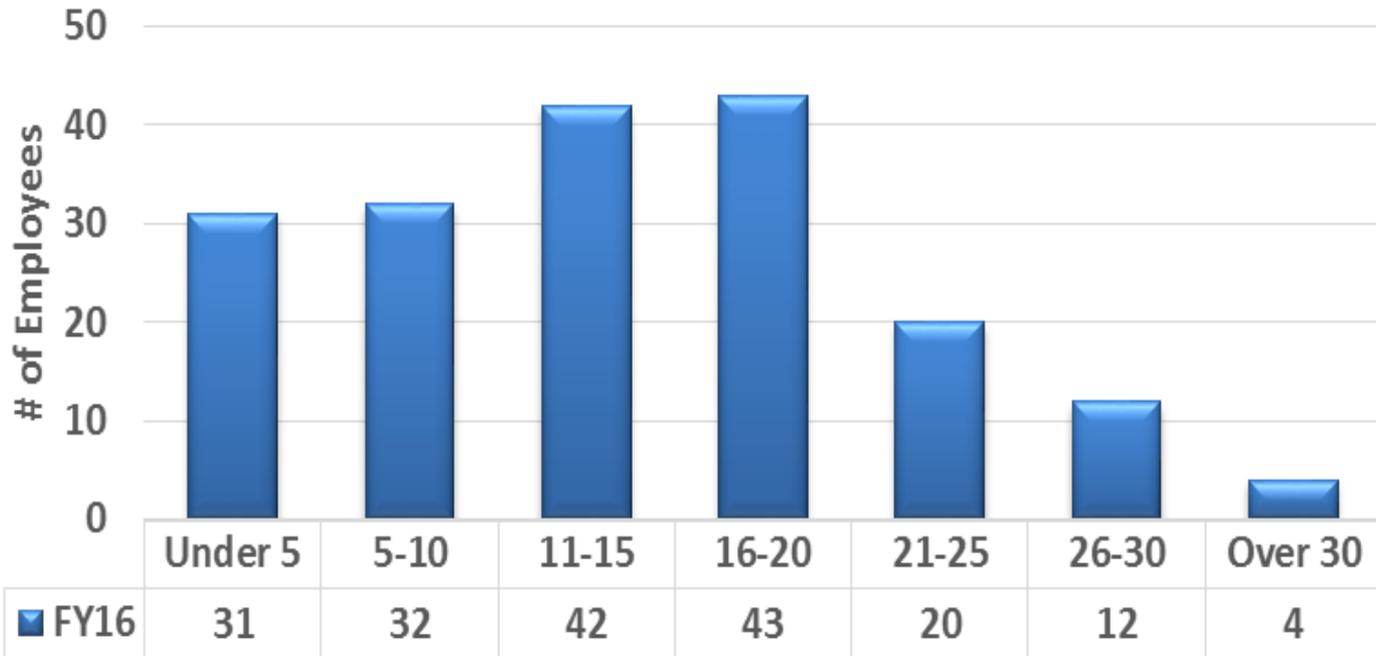
COMPARATIVE DEMOGRAPHICS 2016

Full- and Part-Time Employees Years of Service



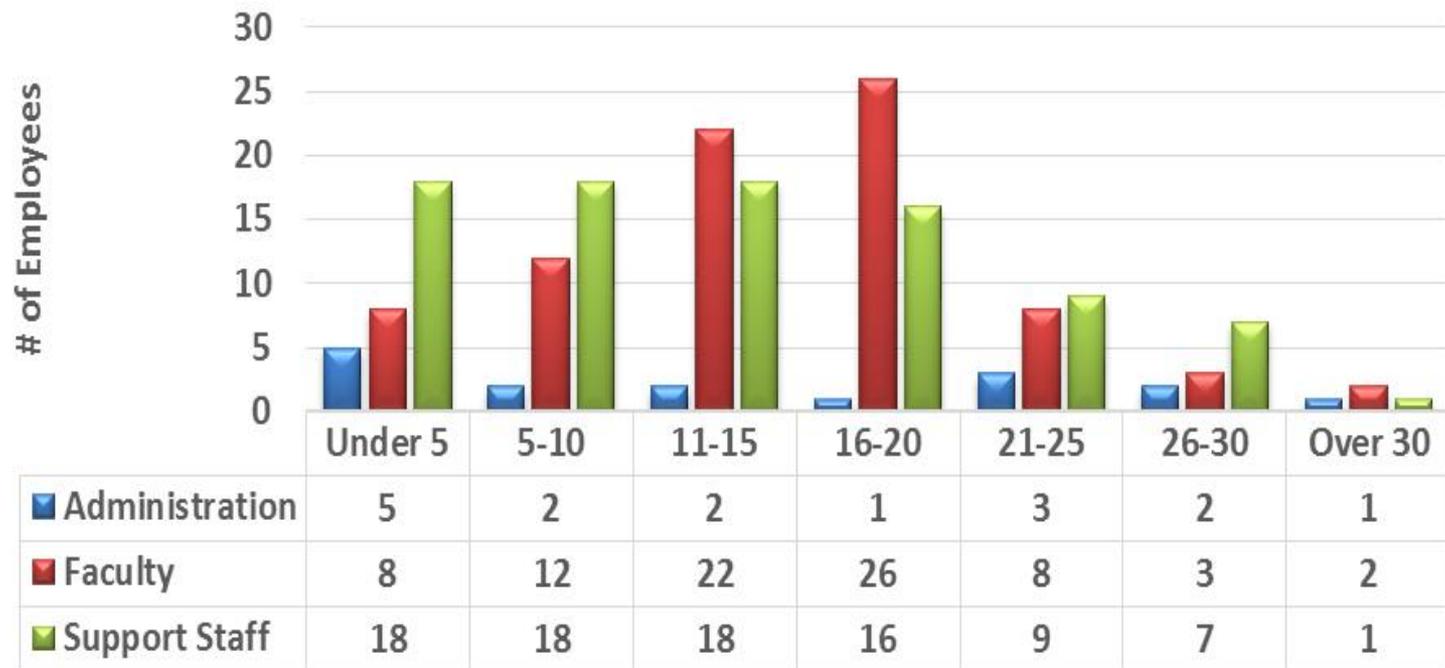
COMPARATIVE DEMOGRAPHICS 2016

Full-time Employees Years of Service



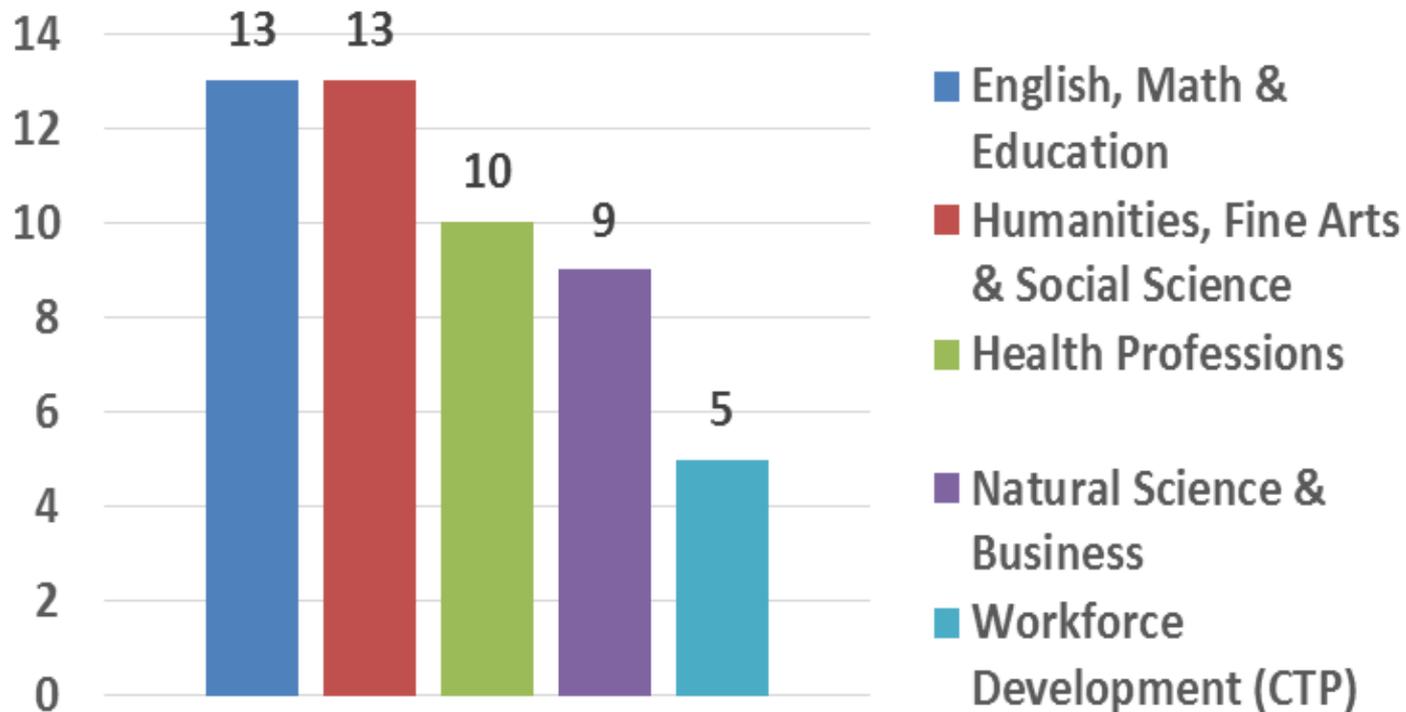
COMPARATIVE DEMOGRAPHICS 2016

Years of Service of Full-time Employees by Classification



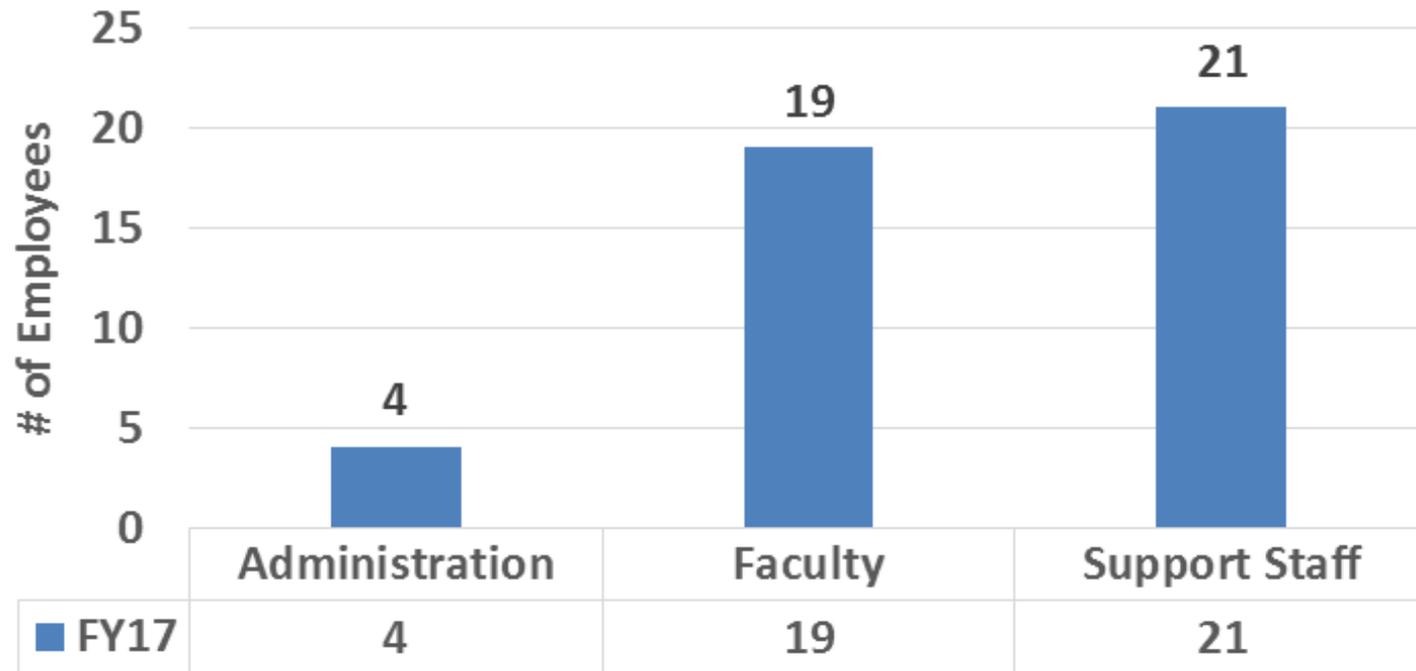
COMPARATIVE DEMOGRAPHICS 2016

Full-time Faculty Members age 45+ and 10+ years of service



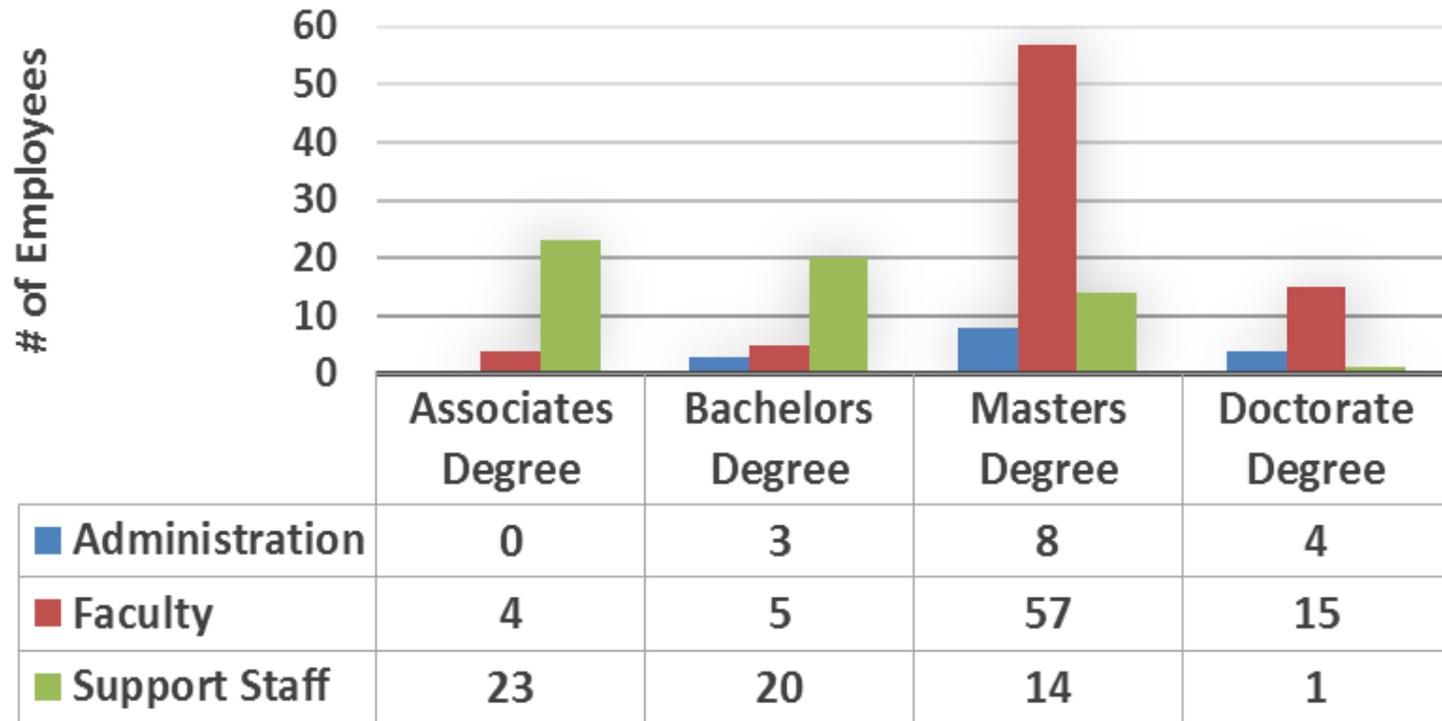
COMPARATIVE DEMOGRAPHICS 2016

Full-time Employees Age 55+ and 15+ Years of Service



COMPARATIVE DEMOGRAPHICS 2016

Highest Degree Achieved by Classification



COMPARATIVE DEMOGRAPHICS 2016

QUESTIONS!