



# Executive Summary

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# Affirmative Action Plan

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2023-2024 Academic Year

**Office of Civil Rights & Diversity**

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# **1. Overview**

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## **1.1 University Mission Statement**

Eastern Illinois University is a public comprehensive university that offers superior, accessible undergraduate and graduate education. Students learn the methods and results of free and rigorous inquiry in the arts, humanities, sciences, and professions, guided by a faculty known for its excellence in teaching, research, creative activity, and service. The University community is committed to diversity and inclusion and fosters opportunities for student-faculty scholarship and applied learning experiences within a student-centered campus culture. Throughout their education, students refine their abilities to reason and to communicate clearly so as to become responsible citizens and leaders.

## **1.2 Eastern Illinois University Profile**

Eastern Illinois University was established in 1895 as Eastern Illinois State Normal School (that is, a teacher's college) by the Illinois General Assembly. Today, the University grants bachelor's, master's, and specialist's degrees and is accredited through the specialist level by the Higher Learning Commission of the North Central Association of Colleges and Schools (NCA). In its most recent re-accreditation report, the NCA congratulated Eastern for its strong focus on students and their educational attainment.

Eastern Illinois University is governed by its own Board of Trustees. The President is responsible for the operation and general welfare of the University, which is organized into five areas, each headed by a vice president: Academic Affairs, Business Affairs, Enrollment Management, Student Affairs, and University Advancement. The primary academic units include the College of Liberal Arts and Sciences; the Lumpkin College of Business and Technology; the College of Education; the College of Health & Human Services; the Graduate School; the Honors College; and the School of Extended Learning.

Eastern Illinois University has a rich tradition of preparing students to accomplish their life goals through a great combination of quality academics and personal relationships.

Consistently ranked in the top third of Midwest universities in its class by U.S. News and World Report, Eastern has earned its reputation by offering a wide variety of undergraduate and graduate programs taught by an experienced and caring faculty. In addition to reasonable tuition, fees, and room and board rates, Eastern offers a textbook rental system, saving the average student hundreds of dollars per semester.

SafeWise.com ranks Charleston, Illinois-home & EIU- as one of the Top 25 safest cities in Illinois. EIU has a variety of excellent on-campus housing opportunities available on the compact 320-acre campus. Student graduation and retention rates are at or near state and national averages, and that success continues after students earn their degrees -- year after year, Eastern ranks high in job placement, alumni satisfaction and employer satisfaction.

## 1.3 Nondiscrimination Statement

America draws its strength and vitality from the diversity of its people. Eastern Illinois University is enriched by building a campus that celebrates and draws upon the talents of all its students, faculty, and staff.

Eastern Illinois University provides equality of opportunity in education and employment for all students and employees. Discrimination based upon race, color, sex, religion, age, national origin, ancestry, marital status, disability, veteran status, sexual orientation, gender identity, or any other basis of discrimination precluded by federal and state statutes, is strictly prohibited.

Moreover, as prescribed by federal guidelines, the University is committed to a program of affirmative action to alter patterns of employment that indicate under-representation of members of minority groups and women. The University further pledges itself to a program of affirmative action as prescribed by statute to employ, and advance in employment, qualified disabled individuals, Vietnam-era veterans, and special disabled veterans.

- Diversity, Nondiscrimination, and Affirmative Action ([IGP 174](#))

See [Appendix A](#) for a listing of university policies and federal/state laws applicable to Affirmative Action, Discrimination, Diversity, and Equal Employment Opportunity.

## 2. Responsibility for Implementation

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The Office of Civil Rights and Diversity (OCRD) has the responsibility for designing and ensuring the effective implementation of Eastern Illinois University's Affirmative Action Program (AAP). These responsibilities include, but are not limited to, the following:

1. Developing Equal Employment Opportunity (EEO) policy statements, affirmative action programs and internal and external communication procedures in coordination with the President's Council;
2. Assisting in the identification of AAP/EEO problem areas;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Keeping Eastern Illinois University's President informed of equal opportunity progress and reporting potential problem areas within the university through annual reports;
5. Reviewing the university's AAP for qualified minorities and women with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities; and
6. Serving as liaison between Eastern Illinois University and enforcement agencies.

The full Affirmative Action Plan for the 2022-2023 academic year can be viewed at Eastern Illinois University's Office of Civil Rights and Diversity (1011 Old Main) between 8:00 am and 4:30 pm Monday through Friday. Additional resources can be found on the following sites:

- Office of Civil Rights and Diversity – <https://www.eiu.edu/civil/>
- EIU Diversity – <https://www.eiu.edu/diversity/>

#### Responsibilities of Directors and Supervisors:

It is the responsibility of all managerial and supervisory staff to implement Eastern Illinois University's AAP. These responsibilities include, but are not limited to:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when necessary;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

## **3. The Recruitment and Hiring Process**

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Eastern Illinois University is an equal opportunity, equal access, affirmative action employer committed to achieving a diverse community. The 2022-2023 hiring cycle includes all individuals who were hired and began working at Eastern Illinois University between October 16, 2022 and October 15, 2023. Of individuals hired in continuing administrative and professional position, 13% were members of a minority group and 38% were female. Of continuing administrative and professional positions filled over a 5-year hiring cycle, 21% were members of a minority group and 53% were female. Of individuals hired in tenure-track faculty positions, 31% were members of a minority group and 31% were female. Of tenure-track faculty positions filled over a 5-year hiring cycle, 16% of individuals hired were members of a minority group and 50% were female.

Starting in FY2024, we added a required training on equitable and inclusive hiring practices for all screening committee members and hiring managers for administrative & professional and faculty positions. The training focuses on the influence of unconscious bias in decision making. Additionally, staff in human resources that work with hiring for our civil service positions also completed the training.

### **3.1 Civil Service Positions**

During fall 2023, 44% of all full-time employees were employed in a civil service position. Hiring decisions for these positions are to some degree determined under the provisions of the State Universities Civil Service System. Public universities in Illinois are required to classify non-administrative/professional staff

employees according to established Civil Service categories. All staff jobs, except those that are administrative/ professional in nature are classified as Civil Service. Employees classified as civil service are subject to the State Universities Civil Service Statute and Rules. The Office of Employment and Examinations assists departments in hiring civil service and civil service temporary extra help employees. When Civil Service openings are advertised, they are primarily advertised through Eastern Illinois University’s Human Resources website, however some positions are also posted on higheredjobs.com. The Human Resources office is only involved in the recruitment of Civil Service employees. Currently the Human Resources department does not allocate any part of its budget to recruitment for civil service positions. Recruitment efforts are in the form of the Human Resources’ website, bulletin board, or other free recruitment sites. These other free sites may consist of college or university career placement websites, the state universities civil service system website, or professional organization websites for some position openings.

## **4. Discussion: Placement Goals Report**

### **4.1 Faculty**

A placement goal is set for any female or minority group that shows a lack in the representation of the university compared to the availability data. The University utilizes the 80% Rule in establishing its placement goals. With the 80% Rule, a disparity may exist whenever the percentage of females or minorities in the job group is less than 80% of the final availability percentage. Faculty as a whole lack in female and minority employees.

All faculty as a whole lack in minority group employees. Annually Contracted faculty, specifically, the College of Health and Human Services (HHS), College of Liberal Arts and Sciences (CLAS), College of Education (COE), Library Services (LIB), and Lumpkin College of Business and Technology (LCBT) lack in minority group employees. There is also a disparity in Female employees in LCBT.

Tenured/Tenure Track Faculty and Chairs as a whole shows no disparity in minority or female employees. Under Tenure Track Faculty, COE and HHS show a lack in minority employees. Under Tenured Faculty and Chairs, Associates and Assistant Chairs, HHS, COE, and LCBT have disparities in minority employees, while LIB has a disparity in female and minority employees. The chart below illustrates individual placement goals for each faculty job group that is underrepresented.

Job Group	Underrepresented Group	Placement Goal
All Faculty	Minority	23.66%
Annually Contracted Faculty	Minority	25.11%
HHS	Minority	27.55%
CLAS	Minority	26.98%

COE	Minority	26.55%
LCBT	Female and Minority	44.99% & 26.70%
LIB	Minority	17.75%
Tenured/Tenure Track Faculty and Chairs	None	None
Tenure Track Faculty	None	None
HHS	Minority	32.25%
COE	Minority	27.30%
Tenured Faculty and Chairs, Assoc./Asst. Chairs	None	None
HHS	Minority	22.80%
COE	Minority	26.00%
LCBT	Female	37.02%
LIB	Female and Minority	78.05% & 17.75%

## 4.2 Administrative and Professional Employees

All A&P as a whole shows disparity in minority employees. Annually Contracted A&P employees shows a disparity for female and minority. There is a need for minority employees as 1D Level III Administrators, 3B Level IV Administrators, 3C Level V Administrators, and 3D Other. It should be noted, there is only one position under 3D Other. There is also a disparity among female employees as 3C Level V Administrators, 3I Academic Support Professionals, and 3J Coaches and Trainers area. Continuing Administrative and Professional (A&P) as a whole shows disparity in minority employees. Specifically, 1B Level I Administrators, 1C Level III Administrators, 3C Level V Administrators, and 3J Coaches/Trainers show disparity in female employees. 1B Level I Administrators, 1D Level III Administrators, 3B Level IV Administrators, 3C Level V Administrators, and 3G Professional Counselors (Medical) lack in minority group employees. The chart below illustrates the placement goals set for each job group that is underrepresented.

Job Group	Underrepresented Group	Placement Goal
All A&P	Minority	27.50%
Annually Contracted A&P	Female and Minority	55.27% & 23.41%
1D Level III Administrators	Minority	24.15%
3B Level IV Administrators	Minority	24.05%
3C Level V Administrators	Female and Minority	57.35% & 24.05%
3D Other	Minority	22.00%
3I Academic Support Professionals	Female	55.20%

3J Coaches/Trainers	Female	51.45%
Continuing A&P	Minority	31.59%
1B Level I Administrators	Female and Minority	52.90% & 23.75%
1C Level II Administrators	Female	52.90%
1D Level III Administrators	Minority	23.75%
3B Level IV Administrators	Minority	23.75%
3C Level V Administrators	Female & Minority	52.90% & 23.75%
3G Professional Counselors (Medical)	Minority	22.75%
3J Coaches/Trainers	Female	23.75%

### 4.3 Civil Service Employees

All Civil Service as a whole has a disparity in minority employees. All job groups in Civil Service, except Operatives, show a disparity in minorities. The job groups that show a disparity in female employees are Sales Workers, Craft Workers, and Operatives. The chart below illustrates the placement goals set for underrepresented job category.

Civil Service Job Group	Underrepresented Group	Placement Goal
All Civil Service	Minority	27.61%
Officials and Managers	Minority	16.96%
Professionals	Minority	20.12%
Sales Workers	Female and Minority	49.10% & 29.00%
Administrative Support Workers	Minority	17.50%
Craft Workers	Female & Minority	6.60% & 25.75%
Operatives	Female	22.73%
Service Workers	Minority	40.38%

### 4.4 Veterans and Persons with Disabilities

In compliance with Section 503 of the 1973 Rehabilitation Act, the Vietnam Era Veteran's Readjustment Assistance Act of 1974 as amended, and the Americans with Disabilities Act of 1990, the University shall refrain from discrimination against any otherwise qualified employee, or applicant for employment, because he or she has a disability, or is a special disabled veteran, a veteran of the Vietnam era, a recently separated veteran, or other protected veteran. In addition, the University shall take certain types of



affirmative action to employ and advance in employment otherwise qualified persons with disabilities, special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans.

The placement goal for veteran employees is 5.5% which is the national benchmark of veterans in the civilian labor force for March 2022-March 2023. The placement goal for individuals with a disability is 7%, which is the nationwide utilization goal set by the OFCCP. EIU uses both of these national benchmarks as its placement goal. EIU has recommended language in our EEO survey, which is sent to all individuals who apply for a position on our campus, asking disability status. A future goal for EIU is to analyze this data and to examine our utilization of employees with disabilities in comparison to the availability data.

## **5. Technical Reports for Fall 2023 Snapshot**

Note: Data for the fall 2023 snapshot was received from Eastern's Office of Planning, Budget, and Institutional Research on January 9, 2024 by the OCRD. Data include all non-temporary employees. Temporary Extra Help Civil Service positions (emergent, temporary, or transitory – not more than three months), part-time instructor positions (Teaching workload 49% or less, or less than 9 months, non-permanent position), and other part-time non-permanent positions (temporary or lump sum without benefits) are excluded. Graduate Assistants and student workers are also excluded.

# 6. Utilization Analysis Report

## 6.1 *All Full-Time Faculty*

	Count	Female							Minority						
		Total Incumbents	EIU%	RULES			EIU Less than 80%	Placeme nt Goal	Total Incumbents	EIU%	RULES			EIU Less than 80%	Placem ent goal
				Available %	Total Incumbent s Needed	80% Ratio					Available %	Total Incumbents Needed	80% Ratio		
All Faculty	385	196	50.91 %	58.74 %	226	86.67%	No	None	65	16.88 %	23.66%	91	71.36 %	Yes	23.66 %
Annually Contracted Faculty	134	75	55.97 %	66.22 %	89	84.52%	No	None	11	8.21%	25.11%	34	32.70 %	Yes	25.11 %
HHS	21	19	90.48 %	72.38 %	15	125.01 %	No	None	0	0.00%	27.55%	6	0.00%	Yes	27.55 %
CLAS	68	35	51.47 %	58.26 %	40	88.35%	No	None	8	11.76 %	26.98%	18	43.61 %	Yes	26.98 %
COE	20	14	70.00 %	77.43 %	15	90.40%	No	None	0	0.00%	26.55%	5	0.00%	Yes	26.55 %
LCBT	24	6	25.00 %	44.99 %	11	55.57%	Yes	44.99 %	3	12.50 %	26.70%	6	46.82 %	Yes	26.70 %
LIB	1	1	100.00 %	78.05 %	1	128.12 %	No	None	0	0.00%	17.75%	0	0.00%	Yes	17.75 %
Tenured/Tenure-Track and Chairs	249	119	47.79 %	51.25 %	128	93.25%	No	None	54	21.69 %	22.21%	55	97.64 %	No	None

Tenure Track Faculty	59	32	54.24 %	67.50 %	40	80.36%	No	None	13	22.03 %	26.54%	16	83.03 %	No	None
HHS	9	6	66.67 %	78.61 %	7	84.81%	No	None	0	0.00%	32.25%	3	0.00%	Yes	32.25 %
CLAS	35	17	48.57 %	58.51 %	20	83.02%	No	None	9	25.71 %	27.88%	10	92.23 %	No	None
COE	6	5	83.33 %	77.23 %	5	107.90 %	No	None	1	16.67 %	27.30%	2	61.05 %	Yes	27.30 %
LCBT	7	3	42.86 %	45.09 %	3	95.05%	No	None	3	42.86 %	27.50%	2	155.84%	No	None
Tenured Faculty, Chairs, Asst/Assoc Chairs	190	87	45.79 %	35.01 %	67	130.80 %	No	None	41	21.58 %	17.89%	34	120.63%	No	None
HHS	17	14	82.35 %	46.34 %	8	177.71 %	No	None	0	0.00%	22.80%	4	0.00%	Yes	22.80 %
CLAS	110	44	40.00 %	40.74 %	45	98.18%	No	None	27	24.55 %	21.04%	23	116.66%	No	None
COE	23	17	73.91 %	50.94 %	12	145.10 %	No	None	4	17.39 %	26.00%	6	66.89 %	Yes	26.00 %
LCBT	31	7	22.58 %	37.02 %	11	61.00%	Yes	37.02 %	10	32.26 %	19.60%	6	164.58%	No	None
LIB	9	5	55.56 %	78.05 %	7	71.18%	Yes	78.05 %	0	0.00%	17.75%	2	0.00%	Yes	17.75 %

6.2 All Full-Time A&P

	Count	Female							Minority						
		Total Incumbents	EIU%	RULES			EIU Less than 80%	Placem ent Goal	Total Incumbents	EIU%	RULES			EIU Less than 80%	Placement goal
				Available %	Total Incumbents Needed	80% Ratio					Available%	Total Incumbents Needed	80% Ratio		
<b>All A&amp;P</b>	<b>157</b>	<b>71</b>	<b>45.22 %</b>	<b>54.09 %</b>	<b>85</b>	<b>83.61 %</b>	<b>No</b>	<b>None</b>	<b>25</b>	<b>15.92 %</b>	<b>27.50%</b>	<b>43</b>	<b>57.90 %</b>	<b>Yes</b>	<b>27.50%</b>
<b>Annually Contracted A&amp;P</b>	<b>59</b>	<b>20</b>	<b>33.90 %</b>	<b>55.27 %</b>	<b>33</b>	<b>61.33 %</b>	<b>Yes</b>	<b>55.2 7%</b>	<b>10</b>	<b>16.95 %</b>	<b>23.41%</b>	<b>14</b>	<b>72.40 %</b>	<b>Yes</b>	<b>23.41%</b>
1D Level III Administrato rs	7	4	57.14 %	55.00 %	4	103.9 0%	No	None	0	0.00 %	24.15%	2	0.00%	Yes	24.15%
3B Level IV Administrato rs	4	3	75.00 %	57.35 %	2	130.7 8%	No	None	0	0.00 %	24.05%	1	0.00%	Yes	24.05%
3C Level V Administrato rs	5	1	20.00 %	57.35 %	3	34.87 %	Yes	57.3 5%	0	0.00 %	24.05%	1	0.00%	Yes	24.05%
3D Other	1	1	100.0 0%	51.00 %	1	196.0 8%	No	None	0	0.00 %	22.00%	0	0.00%	Yes	22.00%
3I Academic Support Professionals	3	0	0.00%	55.20 %	2	0.00%	Yes	55.2 0%	2	66.67 %	23.20%	1	287.3 6%	No	None
3J Coaches/Trai ners	39	11	28.21 %	51.45 %	20	54.82 %	Yes	51.4 5%	8	20.51 %	21.60%	8	94.97 %	No	None
<b>Continuing A&amp;P</b>	<b>98</b>	<b>51</b>	<b>52.04 %</b>	<b>52.90 %</b>	<b>52</b>	<b>98.38 %</b>	<b>No</b>	<b>None</b>	<b>15</b>	<b>15.31 %</b>	<b>31.59%</b>	<b>31</b>	<b>48.45 %</b>	<b>Yes</b>	<b>31.59%</b>

40 Technical and paraprofessional	1	0	0.00%	52.90%	1	0.00%	Yes	52.90%	0	0.00%	23.75%	0	0.00%	Yes	23.75%
1A President	1	0	0.00%	52.90%	1	0.00%	Yes	52.90%	0	0.00%	23.75%	0	0.00%	Yes	23.75%
1B Level I Administrators	5	1	20.00%	52.90%	3	37.81%	Yes	52.90%	0	0.00%	23.75%	1	0.00%	Yes	23.75%
1C Level II Administrators	13	4	30.77%	52.90%	7	58.16%	Yes	52.90%	3	23.08%	23.75%	3	97.17%	No	None
1D Level III Administrators	27	15	55.56%	52.90%	14	105.02%	No	None	5	18.52%	23.75%	6	77.97%	Yes	23.75%
3B Level IV Administrators	9	7	77.78%	52.90%	5	147.03%	No	None	1	11.11%	23.75%	2	46.78%	Yes	23.75%
3C Level V Administrators	5	2	40.00%	52.90%	3	75.61%	Yes	52.90%	0	0.00%	23.75%	1	0.00%	Yes	23.75%
3G Professional Counselors (medical)	5	4	80.00%	52.90%	3	151.23%	No	None	0	0.00%	23.75%	1	0.00%	Yes	23.75%
3I Academic Support Professionals	28	18	64.29%	52.90%	15	121.52%	No	None	6	21.43%	23.75%	7	90.23%	No	None
3J Coaches/Trainers	4	0	0.00%	52.90%	2	0.00%	Yes	52.90%	0	0.00%	23.75%	0	#DIV/0!	Yes	23.75%

6.3 All Full-Time Civil Service

	Count	Female							Minority						
		Total Incumbents	EIU %	RULES			EIU Less than 80%	Placement Goal	Total Incumbents	EIU%	RULES			EIU Less than 80%	Placement Goal
				Available %	Total incumbents needed	80% Ratio					Available %	Total Incumbents Needed	80% Ratio		
<b>All Civil Service</b>	<b>519</b>	<b>254</b>	<b>48.94 %</b>	<b>52.90 %</b>	<b>275</b>	<b>92.51%</b>	<b>No</b>	<b>None</b>	<b>30</b>	<b>5.78 %</b>	<b>27.61 %</b>	<b>143</b>	<b>20.94%</b>	<b>Yes</b>	<b>27.61%</b>
Officials and Managers	44	37	84.09 %	40.05 %	18	209.96 %	No	None	1	2.27 %	16.96 %	7	13.40%	Yes	16.96%
Professionals	145	74	51.03 %	58.45 %	85	87.32%	No	None	14	9.66 %	20.12 %	29	47.99%	Yes	20.12%
Technicians	0	0	#DIV /0!	39.90 %	0	#DIV/0!	#DIV /0!	#DIV/0!	0	#DIV /0!	28.25 %	0	#DIV /0!	#DI V/0 !	#DIV/0 !
Sales Workers	2	0	0.00 %	49.10 %	1	0.00%	Yes	49.10 %	0	0.00 %	29.00 %	1	0.00 %	Yes	29.00%
Administrative Support Workers	112	94	83.93 %	65.87 %	74	127.42 %	No	None	8	7.14 %	17.50 %	20	40.82%	Yes	17.50%
Craft Workers	55	2	3.64 %	6.60%	4	55.10%	Yes	6.60%	0	0.00 %	25.75 %	14	0.00 %	Yes	25.75%
Operatives	2	0	0.00 %	22.73 %	0	0.00%	Yes	22.73 %	1	50.00 %	33.50 %	1	149.25%	No	None

Laborers and helpers	0	0	#DIV /0!	19.80 %	0	#DIV/0!	#DIV /0!	0	#DIV /0!	37.00 %	0	#DIV /0!	#DI V/0 !	#DIV/0 !
Service Workers	159	47	29.56 %	17.45 %	28	169.40 %	No	None	6	3.77 %	40.38 %	64	9.35 %	Yes 40.38%





# Appendix A: Relevant Law & Policy

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## University Policy

### Policy Statements

- Diversity, Nondiscrimination, and Affirmative Action (IGP 174)
- Affirmative Action Procedures for Specified Veterans and Applicants and Employees with Disabilities (IGP 172)
- Discrimination Under the Americans with Disabilities Act (IGP 178)
- Religious Observance Accommodations for Students (IGP 61)
- Services for Students with Disabilities (IGP 62)

### Complaint Procedures and Policies

- Discrimination Complaint Procedures (non-Title IX Sexual Harassment) (IGP 173)
- Sexual Harassment (IGP 175)
- Sexual Harassment Includes Sexual Misconduct (IGP 175.1)
- Sexual Harassment Complaint Policy & Title IX Sexual Harassment Complaint Procedure (IGP 175.2)

### Employment Procedures and Policies

- Employment and Recruitment Procedures for Faculty and Academic Support Professional Positions, Continuing and Temporary (IGP 14)
  - Employment of International Faculty (IGP 14.1)
- Department Chairs (IGP 29)
- Employment and Recruitment Procedures for Administrative Positions (IGP 12)
  - Use of External Search Firms (IGP 12.1)
- Employment and Recruitment for Civil Service Positions (IGP 13)
- Student Employment Policy (IGP 71)
- Conflicts of Interest in Employment (IGP 11)
  - Consensual Relations (IGP 11.1)

## Federal and State Law

- The Equal Pay Act of 1963 – Prohibits discrimination in pay based on gender. Equal pay must be given to men and women when they perform the same or substantially similar work.
- Title VII of the Civil Rights Act of 1964 – Prohibits employment discrimination on the basis of race, color, religion, sex, or national origin. Employers are forbidden by Title VII from discriminating against any individual on a prohibited basis with respect to “compensation, terms, conditions, or privileges of employment,” or in recruiting, referring, hiring, or classifying applicants or members.
- Executive Order 11246 (1965) – Federal government contractors are prohibited from discriminating in employment on the basis of race, color, religion, sex, and national origin under Executive Order 11246. In addition to prohibitions against discrimination, federal contractors are required to take affirmative action to ensure that applicants and employees are treated fairly without regard to their race, color, religion, sex, or national origin. Executive Order 13672 (2014), amending Executive Order 11246, to prohibit federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity.
- Age Discrimination in Employment Act of 1967 – Protects certain applicants and employees 40 years of age and older from discrimination on the basis of age in hiring, promotion, discharge, compensation, or terms, conditions or privileges of employment.
- Title IX of the Education Amendments of 1972 – Prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance. This law applies to educational institutions both public and private, but not to private employers.
- Section 503 of Rehabilitation Act of 1973 – Requires federal contractors to take affirmative action to employ and advance in employment qualified individuals with disabilities. Contractors and subcontractors with 50 or more employees and federal contracts of \$50,000 or more are required to prepare and maintain written affirmative action programs for people with disabilities.
- Section 504 of the Rehabilitation Act of 1973 – Prohibits discrimination on the basis of disability in federally funded programs.
- Vietnam-Era Veteran’ Readjustment Assistance Act (VEVRAA) of 1974 – Section 4212 of the VEVRAA requires affirmative action in the hiring and promoting of qualified special disabled veterans, veterans of the Vietnam era, and other veterans who served on active duty during a campaign for which a campaign badge has been authorized. Contractors and subcontractors with 50 or more employees and contracts of \$50,000 or more are required to prepare and maintain written affirmative action programs for the hiring and promoting of disabled, Vietnam-era, and other veterans who served on active duty during a campaign for which a campaign badge has been authorized.
- Pregnancy Discrimination Act of 1978 – Amended the Civil Rights Act of 1964 to prohibit discrimination in employment based on pregnancy.
- The Immigration Reform and Control Act of 1986 – Prohibits discrimination in employment based on national origin or citizenship status.
- Title I of the Americans with Disabilities Act of 1990 – Prohibits discrimination against qualified individuals with disabilities. Additionally, the law requires employers to make reasonable accommodations for individuals covered under the act.
- The Illinois Human Rights Act – Ensures freedom from discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental handicap, military status or unfavorable discharge from military service in connection with employment. Additionally, the Act prohibits sexual harassment in employment as well as in higher education.

## Appendix B: Rankings and Distinctions



### **CACREP Council for Accreditation of Counseling and Related Educational Programs accreditation**

Clinical Mental Health Counseling (M.S. degree) Accredited: Cycle End Date October 31, 2030

School Counseling (M.S. degree) Accredited: Cycle End Date October 31, 2030



### **Look to EIU for Affordable Nursing Degrees**

2021 (General) EIU offers a variety of affordable nursing degrees, and is recognized as having one of the [most affordable nursing programs in Illinois](#).



### **EIU in Top 11 of Best Value Online Master's in Political Science**

April 2021 EIU ranks alongside Harvard in [ValueColleges.com's rankings of online Master's in Political Science Degrees](#).

### **EIU a Top Military-Friendly School**

April 2021 EIU again ranks as a [Top Military-Friendly School](#) in America.



## ***NASPA Appoints EIU to First-Ever Cohort of First-Gen Forward Schools***

March 2021 First-Gen Forward is the nation's first recognition program acknowledging higher education institutions for their commitment to first-generation student success. The organization appointed [EIU as a member of its first-ever cohort of committed schools](#).



## ***Intelligent.com Ranks EIU in Two Top Categories***

March 2021 Intelligent.com has once again recognized EIU for two of its top-tier Master's Programs:

- [Best Master's in History\\*](#)
- [Best Master's in Music](#)

## **CollegeConsensus.com Ranks EIU in Top Spots in Three Categories**

2020-21 (Various) CollegeConsensus.com places EIU in three of its major high-ranking categories:

- [Best Online Master's in Human Resources Management](#) (June 2021)
- [Best Online Master's in History\\*](#) (January 2021)
- [Most Affordable MBA Programs for 2021](#) (November 2020)

## ***EIU Recognized for Role in Regional Health and Well Being***

January 2021 Eastern Illinois University's advocacy for the roles of rural-regional universities is recognized by the [Alliance for Research on Rural Colleges](#).



## ***EIU Celebrated for Offering Most Affordable Master's Degree Programs***

January 2021 BestValueSchools.org shares the [value and affordability of EIU's Master's Degree Programs](#).

## ***Other Notable Rankings and Distinctions for EIU***

- *April 2021* -- EIU recognized for having one of the lowest student loan default rates in the nation. ([lendedu.com](#))
- *March 2021* -- EIU Ranked 12th for Best Online Bachelor's Degrees in Communications ([study.com](#))
- *October 2020* -- EIU is a leader in preparing undergraduates to earn doctoral degrees. Among similar institutions (those with a master's as their highest degree), EIU is ranked the highest in Illinois and is in the top 6% nationwide. ([NSF Survey of Earned Doctorates](#))

\*also recognized by MastersProgramGuide.com as a [Best Affordable Online Master's in History](#) institution

## **Previous and/or Recurring Rankings**



## ***Safest College Town in Illinois***

*Safewise.com* ranks Charleston, Illinois—home of Eastern Illinois University—as one of the Top 25 [Safest Cities in Illinois](#).



## **EIU Tops List of Independent Public Regional University in Illinois for Best Value**

In addition to being recognized as the 3rd-most affordable college town in the entire nation according to [CBS News Money Watch](#), Eastern Illinois University's own Charleston, Illinois ranks as the #1 most affordable college town in all of Illinois!

# Washington<sup>®</sup> MONTHLY *Ranked!*

According to Washington Monthly, Eastern Illinois University ranks amongst the Midwest's "[Best Bang for the Buck](#)" universities, and also earned high marks as a top [Master's Institution in Illinois](#).



## ***Nationally Recognized for Transfer Options & Efficiencies***

Eastern Illinois University is recognized as a [Phi Theta Kappa 2020 Transfer Honor Roll institution](#), which identifies the top four-year colleges and universities creating dynamic pathways to support transfer students.



## ***Ranked #1 in Illinois for Empowering Autistic Students***

Eastern Illinois University placed 1st in Illinois on the [Best Online Colleges for Students with Autism 2020](#) list and 6th nationally on the [Great Value Colleges](#) list. The site shares how, through peer mentorships and social skills groups, EIU's STEP program empowers its students through opportunity and encouragement. EIU is also a [top 30 best college for students on the Autism Spectrum](#) according to AppliedBehaviorAnalysisPrograms.com.



## ***EIU's Online MBA Program Earns High Ranks***

Eastern Illinois University ranks as the #4 overall for [Top Online MBA Programs in Illinois](#) according to Online MBA Today.

## A 4-Star Ranking for LGBTQ Commitment, Support



Eastern Illinois University is designated a “Premier Institution” with a 4 out of 5 star rating by the [Campus Pride Index](#)—an overall indicator of institutional commitment to LGBTQ-inclusive policy, program, and practice.



*EIU a National Benchmark for Environmental Sustainability*

Eastern Illinois University is designated as a [Tree Campus USA](#) for actively engaging with its immediate communities to focus on campus, and community, forestry efforts.