

**Goal 4: Illinois will increase the number and diversity of citizens completing training and education programs.**

**What is Joliet Junior College now doing that advances this goal and related actions?**

There has been a precipitous increase in the number of minority students at Joliet Junior College. A seventy-four percent increase in minority students has occurred in the last five years, with the Hispanic population experiencing the largest gains (over 100% for the last five years). In response to these trends a new administrative position was created late in fiscal year 2002. A new Director of Minority Student Affairs was hired in the fall semester of 2002. This person will plan and implement recruitment and retention initiatives in collaboration with the college's academic departments. It will also be the liaison to the community for advancement of minority causes.

The college was fortunate to be part of a consortium who received a large Kellogg Foundation grant called ENLACE. Sponsored by Chicago ENLACE Partnership, the monies has provided on-going academic advisement, tutoring, leadership skills, and cultural development to assist Latino students adjust to the campus environment. JJC covered 50% of the cost of the grant last year and will assume full funding of this initiative in two more years. There were some 20 ENLACE scholars at JJC during the 2002-2003 academic year

The College has shifted resources in order that it can fully fund the Multicultural Transfer Center. The Center, begun through the generosity of the HECA grant program, provides transfer advising, leadership seminars, and college tours. Last year the Multi-Cultural Transfer Center functioned in more of a transfer advising and counseling mode, especially for minority students. All newly enrolled students and their parents (for students ages 17-21) receive a letter about the Multi-Cultural Transfer Center and its focus on minority transfer. The demographics by ethnicity for minority students served last year are listed below.

<b>Multicultural Transfer Center</b>	<b>Hispanic</b>	<b>African-American</b>	<b>Asian</b>	<b>Native American</b>	<b>Total</b>
Count	112	45	7	1	165

The Multi-Cultural Transfer Center provides college tours for minorities. The Multi-Cultural Transfer Center has increased the number of hours of operations to include two evenings. In concert with ENLACE, the Multi-Cultural Transfer Center hosted "Navigating College: Minority Student & Parent Orientation". Several of these workshops were made available to parents and

prospective students. The purpose of the seminars are to answer questions that high school students and parents have about admission procedures, registration, specific majors, tutoring, and financial aid at Joliet Junior College.

Working closely with the Joliet Township High School and Joliet Job Corps, the Division of Adult and Family Services developed a program to allow over 150 Job Corps students to received a Joliet Township High School diploma during the last year. This program received a national Job Corps Alpha Award in Washington in mid-July. Some 50 of these Job Corp students are district residents and efforts have begun to recruit them to college degree and non-credit training programs.

The mission of TRIO grant funded Project Achieve is to provide academic support services to low-income, first generation, or disabled college students. In the last year over 140 students were served.

There is a good assortment of student clubs which outreach to minority students and promote positive retention. Included in these clubs are Latinos Unidos, the Black Student Union, and the Gay and Straight Lifestyles group.

**What specific actions does Joliet Junior College intend to undertake in the coming year (or two) to advance this goal and related actions?**

Another position designed to support diversity training and recruitment (minority human resource manager) will be hired this coming spring semester to lead efforts to promote cultural awareness especially with respect to faculty and staff. The position will also be responsible for coordinating a college-wide effort to promote inclusion. Another charge of this position will be to develop and maintain the college's Affirmative Action (AA) plan that includes monitoring hiring practices for the AA. It is hoped that this new position can enhance the college's hiring success in full-time faculty. Although the college is well represented by minority professionals at all levels of the administration (20-25% compared to a state average of around 14%) the full-time faculty has only about a 9% population. This is a slight increase over the last 3-5 years, but still falls below the state average of about 13.7%. Outside the Chicago city-wide system the "downstate" average would be about 8% minority full-time faculty. Joliet Junior College should be able to accomplish at least the 11-12% mark.

Under the Director of Minority Student Affairs a Minority Advisory Committee will be established to coordinate internal and external cohorts composed of faculty, students, and members of the community.

The college has agreed to fully fund the ENLACE program by the fall semester of 2004 through shifting of previous resources. This will ensure that "hard" money will provide on-going academic advisement, tutoring, leadership skills, and

cultural development to assist Latino students acclimate to the campus environment for the future.

The College will fully fund the Minority Student Transfer Center beginning in FY 2004.