

Kishwaukee College
DIVERSITY PLAN
(7/11/08 Update)

With the increase in the diversity of students enrolled at the college and the varied ethnic, racial, religious, and cultural backgrounds represented in our college district, the Kishwaukee College Diversity Committee was charged in FY'04 to develop a comprehensive Diversity Plan for the college. Since FY'04, the Diversity Committee has updated its plan and the following information provides background and information about the mission of the Diversity Committee, its history, and current diversity strategies.

Background

The Committee On Campus Diversity first met in April of 1994 as requested by the then vice president, Dr. Louis, to lead our campus to " an increase in cultural awareness and sensitivity ..." regarding our diverse student population. The mission statement for this committee became:

To increase awareness of the diversity (ethnically, racially, or in other respects) of student groups on campus, to provide support for diverse student groups needing assistance, and to problem-solve campus issues, which involve diverse student groups.

Since 1994, the Diversity Committee has undertaken a number of activities to fulfill its mission and has included representation from our major staff groups and periodic student membership.

Diversity Scope and Definition

The scope of diversity as defined by the committee has historically been to address the needs of our diverse students who need assistance and to increase the awareness of the breadth of ethnic, racial, cultural, and religious backgrounds and beliefs of our students. As such, the first decade of work by this committee has been to sponsor activities and events that promote awareness of our diverse students and to support some student groups, especially African-American and Hispanic/Latino students who are the largest group of diverse students. Also, during this period, the Diversity Committee and Staff Development Committee co-sponsored a series of workshops for staff on Cultural Diversity in Education that were presented by DiversityWorks. Over 60 full-time staff participated in one of two sets of these workshops.

In 1996 the committee worked with a sub-committee (Gay and ALLIES Partnership Committee) to extend support to students who were gay, lesbian, or bisexual. In this regard, the scope of diversity expanded to address sexual orientation as a component of the diversity of students at Kishwaukee College. The efforts in awareness and support resulted in the Board of Trustees adding sexual orientation to its non-discrimination and affirmative action policy.

Most recently, the Diversity Committee, administrative groups, divisions, and departments have begun to focus on increasing the diversity of staff employed at the college. With nearly 25% of the students enrolled being of minority status, strategies to increase the number of diverse staff employed has become an important goal for the institution as reflected in its inclusion as a goal with the new Strategic Plan. This importance has also resulted in the development of a more comprehensive diversity plan that incorporates both the student focused mission of the Diversity Committee with college-wide efforts to employ more diverse staff.

Consequently, the FY'07 & FY'08 Diversity Plans scope for diversity at the college has been expanded to continue to support diverse students, but also to include efforts to increase the diversity of staff employed at the college. The new Diversity Mission incorporates this goal to increase staff diversity.

To increase awareness of the diversity of ethnic, racial, cultural, religious, and sexual orientations of students on campus, to provide support for diverse student groups needing assistance, to problem-solve campus issues that involve diverse student and employee groups, and to work with existing college staff and community partners to increase the diversity of staff employed and retained at the College.

Structure of the Plan

The Diversity Plan is structured to address student and staff diversity goals, strategies to achieve these goals, responsibility for these strategies, financial resources needed to implement the strategies, timeframe for strategy completion, and evaluative methods to determine goal achievement.

Students

Goal: The basic goal for student diversity is broadly the original Diversity Committee mission statement that appears on page one of this plan. The following chart outlines the new and continuing strategies that are a part of these current Student Diversity Plan goals.

Strategy	Responsibility	Financial Resources	Timeframe	Evaluation Method	Status
* Student Club Support	Black Studt Union – K. Barnes & Latinos Unidos A-M Eggleston	Club Funds & Student Association	On-going	Record of Activities per year	BSU, Latino clubs are active.
* Mentoring At Risk Students	Transfer Ctr.	Student Services Budget	Academic Year	GPA's, eval. fr. instr. & fr. mentor/mentees	FY'04 began as trial. Re-start in FY'09
We Are Kish Board	C. Walters		On-going	# of pics. & interviews	Chg.Pics 2 x Year. Successful & Cont.
World Winter Celebrations Display	Carol Wubbena	Student Services/Library resources	Display late Nov. to Jan.	Yearly display	Displayed most winters
Gay Aware Month/ALLIES program	GAP Subcommittee	Student Services	ALLIES Program re-advertised yearly to new hires	Membership in ALLIES	Gay Aware. Mo. held. Continuing Allies Program



Black History Month	K. Barnes, Diversity Committee, & Stud. Assoc.	B.S.U., S.A. funds & Student Services	Yearly, month of Feb.	Calendar of events held & evaluation by committee	Black His. conducted every Feb.
Hispanic Heritage Celebrations	ACE Div. & Planning Sub-Committee, & Latinos Unidos	ACE Div., S.A. & club funds	Yearly in Fall Sem.	Calendar of events held & evaluation by committee	Successfully conducted yearly
Diversity Award	C. Walters & Diversity Com	Student Serv. budget	Yearly at Award Day	2 awards yearly to staff	Awards now ongoing
Climate Survey	Diversity Com., Inst. Research	Student Serv. Inst. Research	Every 4 yrs. on IBHE schedule.	2001 & 2006 results very positive	Repeat FA. 2009 & eval.
Teach New Soc. 200, Race & Ethnic Rel.	A/C/SS Div.	A/C/SS Div. budget	Spring 2004 began teaching	Class & inst. Evaluations	Taught Sp 04. Eval. good. Now ongoing.
Student Panels	Diversity Com. and Student Assoc.	No or little cost	Ongoing as topics identified	Evaluation of panel presentations	Topic for next panel to be identified from eval. of Climate Suvy results
Speakers	Diversity Com. and collaboration with departs.	Committee & College funds	Speakers for Black Hist. Month & Hispanic Heritage Month.	Audience numbers and feedback fr. students	Speakers have presented. Use Climate Survey results to pick topics for speakers
To Increase the Hispanic Enrollments by 2% Each Year	ACE Division & Diversity Com.	ACE Div. & Marketing	Each Year for the next 2 years. FY 06 & 07	Underrep. Grps. Report compare statistics	Achieved 4% for FY04 & 05. New goal of 2%/yr.
Increase the committee membership fr. C/T Div. & Student reps. fr. BSU & Latinos Unidos	Diversity Com.		Fall '04 & Fall '06 added new members. FY07 focus C/T and club reps.	List of new members and areas represent	Approach clubs and C/T Div. faculty in Fall '08.
Unity Day	Diversity & S.A.	Student Serv. & S.A.	Yearly in April	Numbers Participate	Held 3 yrs. FY'07/08 not held & to review for 09. May combine w

					S.A. & Studt Club Expo. Event
Cinco de Mayo Celebration	ACE Division	ACE budget & Taxco in Sycamore	Yearly in May	# participate & funds raised for BECA Scholarship	Event has been success & raises funds.
Asian/Pacific American Heritage Mo.	ACE Div. & Planning Com.	ACE Div. & S.A. requests	Annual (April)	Events Flyer & Com. Eval.	Ongoing yearly events & food.
Increase on campus pictures & art rep. cultures	Diversity Com. A. Mueller & Art Dept.	Submit FY'09 Budget	With funding begin purchase in FY'09	# of pictures and artwork displayed	Pending funding
Identify additional diversity courses.	Diversity Com. & Divisions & Curr. Com.	Instr. Salary	Discuss FY '09; Submit Curr. FA 08	Course offering	Agenda for FA 08 Div. Committee.
* Black Male Initiative	K. Barnes & Diversity Com. in cooperation with NIU	Student Serv. Budget & NIU funds	Plan program FA 07 & began in Spr. 08	Number males involved and evaluations by students & staff	Began in FY'07, but lost funding. Inst. Funds '09 re-start.
Interactive Events for students (e.g. dialogue on race, interactive theatre, etc.)	Diversity Com. with coop. fr. other groups	College, S.A. & Dept. funds	Reviewing new activities in FY'09	Evaluation by students of event	Added activity to New Student "O" and looking at other activities.
Climate Survey follow-up Activities	Diversity Com.	College funds	Planning in FY'09 to hold focus grps with survey respondents to better interpret the results	Evaluate by number focus grps and student response and clarification of results achieve	Diversity Committee to conduct focus groups in FY'09.
Volunteer Exp.	Diversity & Studt. Assn. work with United Way volunteer needs clearinghouse	No or little costs	FY'09 to identify clubs work with BSU and Latinos Unidos org.	Club member evaluation of volunteer exp.	Still to organize first vol. exp. in FY 09.
Identify Classroom Activities	Sub-group of Diversity Com.	Cost of materials fr. Diversity &	Research interactive activities	Instructor and class evaluations of	Researching activities underway.

assist with diversity		Dept. funds	during FA08. Trial activities in Spr.09	activity	
Library Resources	Member of Diversity Com.	Cost of materials fr. Library or dept. funds	FA 08 cont. review materials support classroom or campus activities.	Users of materials/activities evaluate satisfaction	Review has begun and several sources have been identified.
Diversity Goals in new Strategic Plan	Diversity Com. & other staff	Institutional funds & grants	FY'09 to identify activities to increase minority completion rates, acad. success, campus engagement & climate	Future Climate Survey eval. implemented activities as well as separate activity evaluations.	Identify activities starting in FY'09 with implementation spread over several years.
Annual forum on campus climate for diverse students	Diversity Com.	Refreshments	Review feasibility for Spr. 09 & whether be annual or every 2 or 3 years in sync with Climate Survey results.	Evaluation fr. forum participants & Div. Com.	Design of forum & use of what measure for accessing climate other than subjective views. (e.g. Campus Climate Survy. Done every 3 yrs.)

Staff

The goals for increasing the diversity of staff employed at the college are primarily focused upon the Faculty, Professional, and Support Staff categories. With the percentage of diverse staff of approximately 5%, the College has set a long-term goal to increase the percent of diverse staff at the college to be at least 15% that will more closely reflect the percentage of diverse students enrolled. Realizing that achieving this diverse staff percentage will take several years of efforts and college growth, the Diversity Plan reflects phased objectives spread over several years.

Staff Objectives:

1. To achieve a range between 6% to 8% diverse staff with full-time faculty and professional staff in next 3 to 5 years.
2. To achieve a range between 8% to 10% diverse staff with full-time faculty and professional staff in next 6 to 10 years.
3. To achieve a range between 10% to 15% diverse staff with full-time faculty and professional staff in the next 11 to 15 years.

The following chart outlines the new and continuing strategies that are intended to assist the institution in achieving its staff diversity goals.

Strategy	Responsibility	Financial Resources	Timeframe	Evaluation Method	Status
Dev. an annual Diversity Plan	Diversity Committee & President's Cabinet		Plan first developed SP 04 & now yearly	Production of a written plan with measurable strategies	Plan shared Pres. Cabinet 1/04 and has been yearly updated
Continue Supervisor use of NIU Contact List for openings	Diversity Committee, Supervisors		Distribute List at Pres. Cabinet for supervisor use	Supervisor feedback on use of list to increase diverse applicants	Contact List updated yearly. Pool of diverse applicants has increased w/use of list.
Update Prospective Employee Brochure to Encourage Minority Applications	Diversity Committee & Dir. of Human Resources & Marketing Dept.	Marketing Dept. budget	Update FY'05 Brochure for use FA 08 after Advisory Com. Review	Advisory Committee recom. Reviewed & updated brochure available FA 08.	Work with Marketing SU 08 & Advisory com. Sept. 08.
Make new attempt to use listings from Diversifying Higher Ed. Faculty in Illinois (DFI) to attract diverse applicants.	Dir. of H.R. & Supervisors	No cost	Use FY'09	Supervisors & HR evaluate number of applicants.	While use of list has not resulted in applicants, one more organized tracking of results is indicated before discontinue use.
Continue networking with other C.C.'s HR & Multicultural	Dir. of Human Resources	Travel Budget	Began Spr. 2004 & now ongoing	List of Strategies to review with committee	Visits started in 2004 & strategies are reviewed & adopt some.

Offices for Strategies					
Cont. to participate in Job Fairs with Kish Table	Dir. of Human Resources & Diverse Staff	Travel Costs and Reg. Fee	Typically attend 2 fairs/year	Numbers Seen & resulting applications	For FY 09, keep tracking chart of yield in applicants.
Attend Diversity Hiring Confs.	Dir. of HR & Diversity Com. members.	Travel costs	Attend one or two per yr. w/topics on diverse hires	Div. Com. evaluate new ideas for use at Kish.	Have attended Div. Confs. & now ongoing.
Use Diverse Hiring Video & Workbook for supervisor in-service.	Diversity Com.	Materials & refreshment costs	Presentation October 08.	Eval. By Supervisors & Div. Com. & HR.	In-service to be designed and delivered.
Conduct Community Advisory Com. Mts. twice a year to assist with diverse hiring	Dir. of H.R., Diversity Com., Dean, Prof. & Support Staff attendees	Meeting & Meal Costs \$150	Schedule 1 st meeting for FA 08 & 2 nd meeting for April 09.	Minutes meeting, track of committee ideas, & candidate referrals	Advisory Com. formed & meet in 2007. Use FA 08 mt. to review strategies & other hiring topics.
Strategic Plan Goal to increase & retain diverse staff	Dir. of HR, hiring supervisors, & Diversity Com.	HR & Marketing funds	Strategy dev. to begin Sept. 08.	Eval of new strategies to increase div appls./hires	Planning group to be identified & begin work in Sept. 2008
Provide training for all Search Committees including screening applicants, interviewing diverse candidates, and interview questions.	Dir. Of HR, supervisors, and Screening Committees.		Has been started & review content FY09 for any additions.	Documentat ion of topics related to diverse candidates.	FY09 review of content of training for any additions.
Recommend establishing a Diversity Com. Budget	Chr. of Div. Com.	Budget for Supplies, printing, travel, and eventual stipend for	Submit Budget proposal for FY '09	Budget established.	FY'09 Budget has been submitted.

		speakers.			
Fund Prof. Development seminars related to div. topics including diverse hiring issues	Diversity Com. & Dir. of HR.	Funds from existing staff dev. and need for increase in Div. Com./HR budgets.	See above Diversity Budget proposal	Funds to begin program.	Plan for SP 09 seminar & acquire needed funds if not sufficient in approved FY'09 Budget.
Establish Support Grp. for new Diverse Hires to assist in learning & feeling a part of college.	Diversity Com.		Develop group to begin fall 2008.	Use degree satisfaction of group members.	Identify coordinators for group.
Establish Ad funds for trial recruitment of diverse faculty & prof. staff hires in targeted publications	Dir. of HR.	HR Budget	Monitored trial to begin in FY 09 with use of 1 or 2 publications	Results of number of applicants from Ads.	Close evaluation of cost/benefit analysis for future budgeting.

LGA/la

7/11/08 Update

**Kishwaukee College
Position Announcement**

May 11, 2007

Position: Coordinator of Transfer Center & Diverse Student Services, Full-time professional staff position.

Start Date: July 1, 2007

Responsibilities:

Transfer Center

- Plan, organize, and supervise the Transfer Center and its services.
- Maintain the Transfer Ctr. Resource Room with current information, catalogs, and scholarships on 2 and 4-year institutions.
- Provide transfer advising and assist students with problems they encounter with transferring to other institutions.
- Schedule recruitment visits by 4-year institutions.
- Coordinate the 4-Yr. Private and Public College Fairs.
- Maintain transfer reports and data received from 4-year institutions.
- Collect data and report on Transfer Center usage.
- Attend State of Illinois Transfer Coordinators meetings and assist the Transfer Coordinator with course articulations.
- Plan and conduct visits to selected 4-year institutions for transfer-oriented students.
- Coordinate the college's use of the Course Applicability System (CAS), develop and maintain the planning guides and course equivalencies for our major transfer institutions, and attend the statewide CAS meetings.
- Keep Counselors and other campus personnel updated on transfer issues and changes at 4-year institutions.
- Train staff on use of CAS and iTransfer web sites.
- Develop and maintain transfer information as link from college home page.
- Teach sections of CSD 120, Orientation and/or CSD 101, Career Planning courses.

Diverse Student Services

- Work with minority and other diverse students to provide support and to assist in problem resolution.
- Advise the Black Student Union (BSU) student organization.
- Plan and coordinate the annual Black History Month celebration.
- Assist other departments with their culturally diverse events and programs.
- Develop and implement programs and services to increase the success of minority and other diverse students.
- Evaluate the effectiveness of programs and services for diverse students.
- Provide staff training and information on working with minority students.
- Participate on the Diversity and Student Success Committees.
- Work with the K-12 school districts to assist diverse students to plan for college in their futures.
- Conduct programs and workshops to increase the understanding between racial/ethnic groups on campus and to maintain a collaborative and respectful campus climate for all student groups.
- Perform other duties and responsibilities as assigned by the V.P. of Student Services.

Salary: Upper \$30's

Qualifications:

- Minimum educational requirement is a Master Degree with preferred areas of study in counseling, educational or student personnel administration, social work or related fields.
- Experience working with minority populations is required with preference given for working with African-American and Hispanic/Latino students.
- Experience in a higher education setting preferred with community college experience highly desirable.
- Backgrounds in course articulation, transfer issues, teaching college orientation or career courses, and supervisory experience are desirable.
- Familiarity with MS Office software and experience with computer systems in higher education is desired.
- Interest and ability to work on analytical tasks, to assess program outcomes, and to provide leadership with diverse students to improve their success are essential.
- Collaborative style and effective organizational and communication skills are required.

Application Procedure:

Completed application form, cover letter of interest, resume, official transcripts from college/universities attended, and three letters of professional reference should be submitted by **Friday, June 8, 2007** to Larry G. Apperson, V.P. of Student Services. Application form available online at: www.kishwaukeecollege.edu/employment/ . If you have specific questions about the position, contact Larry G. Apperson at (815) 825-2086, ext. 235 or at apperson@kishwaukeecollege.edu . If you are a qualified applicant with a disability and need reasonable accommodations to ensure an equal opportunity in applying for this position, please contact Kate Noreiko at (815) 825-2086, ext 220 or please call (815) 825-2457 for TTY.

Kish ALLIES

It is the policy of
Kishwaukee College
neither to tolerate
sexual harassment
in any form nor to discriminate
on the basis of sex, age,
race, creed, religion,
national origin,
disability status, or
sexual orientation
in its educational
programs, activities,
or employment
practices.

This document was approved by the Board of Trustees of Kishwaukee College on 11/15/99.

This document is a part of the Kishwaukee College Policy Manual. It is available on the college website at www.kishwaukee.edu. It is also available in the College Office, 1000 North Lincoln Street, Rockton, IL 61071. For more information, contact the Director of Human Resources at 815.398.1234.

The Rainbow Perspective: Sexual Diversity on Campus

Presented by the Gay and ALLIES Partnership & the Diversity Committee at Kishwaukee College

September 29, 2009

2:00 pm - 3:30 pm

A-225

Michelle Whitman - Kishwaukee College Faculty & Panel Moderator

Nadine Franklin - Kishwaukee College Faculty

Matt Rubendall - Kishwaukee College Student

Joy Mutinda - NIU Counseling & Student Development Center Counselor

Ben Dougherty - Kishwaukee College Student

A Member of PFLAG (Parents, Families and Friends of Lesbians and Gays)

Please join us for a dynamic dialogue about perceptions of the climate at Kishwaukee College for LGBT (Lesbian, Gay, Bisexual, Transgendered) students and other college campuses, how Kishwaukee College can support LGBT students, LGBT community resources, and issues in choosing a career.

Refreshments will be provided. No RSVP needed.

Steve Ullrick

From: Frances Loubere [floubere@kishwaukeecollege.edu]
Sent: Monday, October 19, 2009 10:30 AM
To: Ann Wilson; Carol Guschl; Carol Wubbena; Emily Nicholson; Frances Loubere; Karen Alfano; Kate Noreiko; Kate Storey; Kris Stefani; Laura Chiavini; Leslie Ciaccio; Matt Rubendall; Michelle Erickson-Goettl; Michelle Pease; Michelle Whitman; Nadine Franklin; Nancy Partch; Steve Dunn; Steve Ullrick; Valerie Kreiser
Subject: GAP Meeting Notes

The Gay and ALLIES Partnership met on Thursday, October 15, 2009 at 2 p.m. in the CSD Center conference room.

Present: Laura Chiavini, Frances Loubere, Nancy Partch, Michelle Pease, Matt Rubendall, Kate Storey, Valerie Kreiser

ALLIES Program Workshop review: The *ALLIES Program Workshop* held on Tuesday, September 29, was well received. Nancy reported 44 participants including a range of faculty, staff, administrators and students. Panelists complemented each other bringing varied experience and perspectives to a discussion which was lively and productive. Matt Rubendall, a current Kish student who was on the panel, confirmed that the experience was meaningful and a good indication that Kish is ready to move ahead with a Gay/Straight Alliance student organization. The topic of domestic partner benefits was discussed and this has already been brought up at this week's Insurance Committee meeting. GAP members are feeling encouraged to continue with awareness and educational activities in conjunction with the college Diversity Committee. Kate and Frances have sent thank you notes to panelists. Laura Chiavini took photos and one appeared in the DeKalb Daily Chronicle. Laura will send the photo as an attachment to Frances and Kate. Frances plans to forward the photo to panelists.

Workshop article: Laura C. will write an article about the workshop and include the photograph. She will include comments about plans for a Kish Gay Straight Alliance and will contact the Kaleidoscope editor. We reviewed Kaleidoscope deadlines and will aim for publication in the November 2 paper. This article can also serve as a summary for ALLIES who were unable to be present at the workshop.

Gay Straight Alliance: Matt R. hopes to initiate a Gay Straight Alliance this school year. He hopes to link up with NIU and Prism activities as well as offering meetings and activities on Kish's campus. He is aware of deadlines and the need for a constitution. The deadline for fall student clubs is coming up very soon. We will aim to consolidate a GSA by the spring and have an initial meeting this fall. Matt will pull fliers together advertising a meeting on Wednesday, November 4 at 2:30 p.m. Any ALLIES or GAP members are welcome to participate. We hope to gather at least ten interested students so please publicize this to students – gay and straight.

Domestic Partner benefits: GAP members are glad this issue is being addressed as it has been an agenda item for several years. NIU established DP benefits for employees in 2004. Frances will research how GAP/ALLIES can facilitate the addition of DP benefits to Kish's insurance benefits. How many other community colleges already offer benefits? Will benefits be for heterosexual domestic partners as well as GLBT partners? These issues will be researched and discussed.

Agenda items for future meetings: Kate S. will reserve library windows for Gay Awareness Month in April. We will discuss activities/displays in the spring. This could be a focus for students participating in a Gay Straight Alliance.

Next Meetings: The Gay and ALLIES Partnership will meet next on **Wednesday, November 18 at 2:30 p.m.** in the Counseling and Student Development Center conference room. There will be a meeting of those interested in forming a **student Gay Straight Alliance on Wednesday, November 4 at 2:30 p.m.** in the Counseling and Student Development Center conference room. *Please mark your calendars.*

Steve Ullrick

From: Kate Storey [kstorey@kishwaukeecollege.edu]
Sent: Thursday, November 05, 2009 1:32 PM
To: 'Frances Loubere'; 'Ann Wilson'; 'Carol Guschl'; 'Carol Wubbena'; 'Emily Nicholson'; 'Karen Alfano'; 'Kate Noreiko'; 'Kris Stefani'; 'Laura Chiavini'; 'Leslie Ciaccio'; 'Matt Rubendall'; 'Michelle Erickson-Goettl'; 'Michelle Pease'; 'Michelle Whitman'; 'Nadine Franklin'; 'Nancy Partch'; 'Steve Dunn'; 'Steve Ullrick'; 'Valerie Kreiser'
Subject: Gay Straight Alliance forming

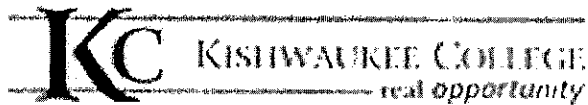
Hi GAP members,

Matt Rubendall met with 8 Kish students this week to begin the process of forming a Gay Straight Alliance on campus. Their next meeting is November 10 at 3:00 pm in B-102. We thought you would like to know about this exciting student group that is forming. I will be in attendance, but any of you may also attend if you wish or if you know of any students that might be interested, please pass along the meeting information.

Thanks!

Kate Storey
Counselor
Kishwaukee College
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Malta, IL 60150

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FAX: 815-825-2605
kstorey@kishwaukeecollege.edu



Race: Benchmark Data

Data Summary

Enrollment

- Enrollment over the last 3 fiscal years indicates that Kishwaukee College has maintained a level of minority representation at or beyond the national scope. Particularly, the College has maintained an African American population of approximately 12.5% and a Hispanic population of about 15%.
- When compared to other colleges with similar demographics and geography, Kishwaukee College holds nearly twice the minority population. Examination of demographics discussed later in the "Cities" portion, we are able to see that this is heavily due to Chicago and Rochelle enrollment.

Degree Completion

- Overall, minority completion percentages have increased along with minority enrollment over the last 3 fiscal years. However, African Americans constitute 13.0% of enrollment and only hold a completion percentage of 8.6%. Similarly, Hispanics constitute over 15% and hold a completion percentage of 8.2%. Caucasians make up 68% of enrollment and hold about 80% of completion.
- IPEDS graduation and transfer tracking based on a FY05 initial enrollment cohort showed that a significantly higher proportion of African American and Asian students transfer to other 2-year schools or 4-year universities before completing a degree at Kishwaukee (approximately 15-25% more) which is a direct impact on their graduation rates at Kishwaukee College. Approximately 1 out of 4 enrolled white students tend to complete degrees at Kishwaukee.

Grade Point Average

- GPA tracking over the last 3 fiscal years indicates that almost all ethnicities are performing at slightly lower averages as a function of time. Cross-race comparison indicates that African American students are showing the lowest GPA's with or without 0.0 GPA removals. A student may have a GPA of 0.0 by either withdrawing from or failing all of their courses.

Course Placement

- Developmental placement data from a FY04 cohort at Kishwaukee College indicated that all races seemed to be represented according to college demographics. The only slight difference was a moderate underrepresentation of Hispanics in all developmental courses and a moderate over representation of African American students in developmental reading.
- An analysis of the proportion of FY04 students by number of developmental courses indicated that African Americans make up 1/3 of the students placing into all three developmental courses. This proportion is more than double the African American enrollment.
- A current examination of placement in the FY09 enrollment indicates that little has changed with the exception of African American students' developmental placement moderately rising, particularly in reading and writing.

Top Cities

- Overall, the data indicate that all races are from the traditional three surrounding areas: DeKalb, Sycamore, and Rochelle. The only ethnicity to have a different top 3 were African Americans showing that 1/10 students claimed their permanent residence to be Chicago.

Top Institutions of Origin

- Institutions are presented in three different formats.
- "Top Institutions" indicates where all students originated from regardless of the type of institution.
- "Top High Schools" indicates where all first time students out of high school originate.
- "Top Transfer Schools" indicates where all transfer students who come to Kishwaukee originate.

Enrollment

Summary 2006-2008	Credit Students by Ethnic Origin at Kishwaukee College					
	FY 06		FY 07		FY08	
	N	Percent	N	Percent	N	Percent
Asian or Pacific Islander	256	3.2	242	3.0	214	2.8
American Indian or Alaskan	27	0.3	21	0.3	19	0.2
Black Non-Hispanic	1002	12.6	1041	12.8	1013	13.0
Hispanic	1097	13.8	1257	15.4	1212	15.6
White Non-Hispanic	5563	70	5555	68.1	5281	67.9
Non-Resident Alien	8	0.1	8	0.1	9	0.1
All Other or No Indication	0	0.0	28	0.3	32	0.4
Total	7953	100%	8152	100%	7780	100%

Summary 2006-2008	Average Credit Students by Ethnic Origin at Similar Schools*					
	FY 06		FY 07		FY08	
	N	Percent	N	Percent	N	Percent
Asian or Pacific Islander	101	1.2	96	1.0	N/A	N/A
American Indian or Alaskan	31	0.4	31	0.4	N/A	N/A
Black Non-Hispanic	597	7.4	635	7.5	N/A	N/A
Hispanic	393	4.9	419	4.9	N/A	N/A
White Non-Hispanic	7053	86.0	7299	85.9	N/A	N/A
Non-Resident Alien	10	0.1	14	0.2	N/A	N/A
All Other or No Indication	0	0.0	5	0.01	N/A	N/A
Total	8185	100%	8499	100%	N/A	N/A

* Peer group based upon similar enrollment, demographics, and area.

Degree Completion

Degree Completion

Completions by Race	FY2006		FY2007		FY2008	
	N	%	N	%	N	%
Non-Resident Alien	2	0.2	2	0.2	2	0.3
Asian/Pacific Islander	16	2.0	16	1.9	19	2.6
African American	78	9.7	68	8.2	63	8.6
Hispanic	27	3.4	66	8.1	60	8.2
Native American	3	0.4	0	0	3	0.4
Total of All Minority	126	15.7	152	18.1	147	20.1
White	676	84.3	678	81.7	586	79.9
Total	802	100	830	100	733	100

IPEDS Graduation and Transfer Tracking (Based on FY05 Cohort)

Race	Graduation Rate %			Transfer Out Rate %		
	Males	Females	Total	Males	Females	Total
Asian/Pacific Islander	33	0	13	67	40	50
Native American	0	0	0	100	50	67
African American	4	12	7	67	50	51
Hispanic	13	18	15	40	9	27
White	24	27	26	38	33	36
Average	20	24	22	41	35	38

Grade Point Average

Average GPA across ethnicities

Ethnicity	FY06	FY07	FY08
Asian/Pacific Islander	2.22	2.15	2.14
Native American	2.25	2.25	2.40
African American	1.53	1.37	1.30
Hispanic	2.08	1.96	1.79
White	2.49	2.49	2.39
Non-resident Alien	2.29	2.08	2.10

*GPA of 0.0 not removed

Ethnicity	FY06	FY07	FY08
Asian/Pacific Islander	2.82	2.76	2.75
Native American	2.70	2.70	3.03
African American	2.18	2.13	2.09
Hispanic	2.66	2.65	2.59
White	2.95	2.96	2.91
Non-resident Alien	2.61	2.67	2.71

*GPA of 0.0 removed

Course Placement Rates

Developmental Placement Rates by Ethnicity (Based on FY04 Cohort)

Race	Mathematics		Reading		Writing	
	N	%	N	%	N	%
Asian/Pacific Islander	4	1.1	0	0.0	4	1.3
Native American	0	0.0	0	0.0	0	0.0
African American	56	15.7	45	29.2	62	20.2
Hispanic	25	7.0	12	7.8	27	8.8
White	271	75.9	96	62.3	212	69.1
Total	356	100	153	100	305	100

Number of Developmental Courses by Ethnicity (Based on FY04 Cohort)

Race	0		1		2		3	
	N	%	N	%	N	%	N	%
Asian/Pacific Islander	1	0.7	2	1.1	3	1.9	0	0.0
Native American	0	0.0	0	0.0	0	0.0	1	0.9
African American	4	2.9	11	6.2	25	15.8	34	31.5
Hispanic	3	2.2	9	5.1	17	10.8	7	6.5
White	131	94.2	154	87.0	113	71.5	66	61.1

FY09 Compass Placement by Ethnicity

Race	Mathematics		Reading		Writing	
	N	%	N	%	N	%
Asian/Pacific Islander	12	1.4	6	3.0	8	1.7
Native American	2	0.2	0	0.0	3	0.6
African American	197	23.3	75	37.0	125	27.1
Hispanic	71	8.4	21	10.3	45	9.7
White	564	66.7	101	49.7	281	60.9
Total	846	100	203	100	462	100

Top Cities

Top Cities for Asian Students

	Frequency	Percent	Valid Percent	Cumulative Percent
DeKalb	120	56.1	56.1	56.1
Sycamore	24	11.2	11.2	67.3
Rochelle	12	5.6	5.6	72.9
(Missing)	10	4.7	4.7	77.6
Cortland	5	2.3	2.3	79.9
Chicago	4	1.9	1.9	81.8
Naperville	4	1.9	1.9	83.6
Rockford	3	1.4	1.4	85.0
Wheaton	3	1.4	1.4	86.4
Bartlett	2	.9	.9	87.4
Schaumburg	2	.9	.9	88.3
Addison	1	.5	.5	88.8
Aurora	1	.5	.5	89.3
Chana	1	.5	.5	89.7
Clifton	1	.5	.5	90.2
Dundee	1	.5	.5	90.7
Earlville	1	.5	.5	91.1
East Moline	1	.5	.5	91.6
Elgin	1	.5	.5	92.1
Elmhurst	1	.5	.5	92.5
Genoa	1	.5	.5	93.0
Glendale Heights	1	.5	.5	93.5
Island Lake	1	.5	.5	93.9
Kingston	1	.5	.5	94.4
Kirkland	1	.5	.5	94.9
Lisle	1	.5	.5	95.3
Mt Morris	1	.5	.5	95.8
Mundelein	1	.5	.5	96.3
Normal	1	.5	.5	96.7
Oregon	1	.5	.5	97.2
Palatine	1	.5	.5	97.7
Paw Paw	1	.5	.5	98.1
Steward	1	.5	.5	98.6
Vernon Hills	1	.5	.5	99.1
Warrenville	1	.5	.5	99.5
Waterman	1	.5	.5	100.0
Total	214	100.0	100.0	

Top Cities for Native Americans

	Frequency	Percent	Valid Percent	Cumulative Percent
DeKalb	9	47.4	47.4	47.4
Sycamore	6	31.6	31.6	78.9
(Missing)	1	5.3	5.3	84.2
Aurora	1	5.3	5.3	89.5
Chicago	1	5.3	5.3	94.7
Oregon	1	5.3	5.3	100.0
Total	19	100.0	100.0	

Top Cities for African Americans

	Frequency	Percent	Valid Percent	Cumulative Percent
DeKalb	669	69.3	69.3	69.3
Chicago	90	9.3	9.3	78.7
Sycamore	36	3.7	3.7	82.4
Cortland	22	2.3	2.3	84.7
Rochelle	22	2.3	2.3	86.9
Rockford	17	1.8	1.8	88.7
Dolton	6	.6	.6	89.3
Bolingbrook	5	.5	.5	89.8
Hazel Crest	5	.5	.5	90.4
Aurora	4	.4	.4	90.8
Bellwood	4	.4	.4	91.2
Calumet City	4	.4	.4	91.6
Westchester	4	.4	.4	92.0
Chicago Heights	3	.3	.3	92.3
Country Club Hills	3	.3	.3	92.6
Genoa	3	.3	.3	93.0
Kingston	3	.3	.3	93.3
Kirkland	3	.3	.3	93.6
South Holland	3	.3	.3	93.9
Calumet Park	2	.2	.2	94.1
Elgin	2	.2	.2	94.3
Harvey	2	.2	.2	94.5
Lansing	2	.2	.2	94.7
Oak Park	2	.2	.2	94.9
Park Forest	2	.2	.2	95.1
Plainfield	2	.2	.2	95.3
Richardson Park	2	.2	.2	95.5
Riverdale	2	.2	.2	95.8
Warrenville	2	.2	.2	96.0
Waterman	2	.2	.2	96.2
Belvidere	1	.1	.1	96.3
Bensenville	1	.1	.1	96.4
Broadview	1	.1	.1	96.5
Danville	1	.1	.1	96.6
Deerfield	1	.1	.1	96.7
Downers Grove	1	.1	.1	96.8
Evergreen Park	1	.1	.1	96.9
Freeport	1	.1	.1	97.0
Hanover Park	1	.1	.1	97.1
Hillside	1	.1	.1	97.2
Hobart	1	.1	.1	97.3
Joliet	1	.1	.1	97.4
Kankakee	1	.1	.1	97.5
Loves Park	1	.1	.1	97.6
Malta	1	.1	.1	97.7
Markham	1	.1	.1	97.8
Marseilles	1	.1	.1	97.9
Matteson	1	.1	.1	98.0
Maywood	1	.1	.1	98.1
Mendota	1	.1	.1	98.2

Top Cities for Hispanics

	Frequency	Percent	Valid Percent	Cumulative Percent
DeKalb	429	41.2	41.2	41.2
Rochelle	224	21.5	21.5	62.7
Sycamore	88	8.4	8.4	71.1
Genoa	38	3.6	3.6	74.8
Cortland	33	3.2	3.2	77.9
Chicago	21	2.0	2.0	79.9
Malta	16	1.5	1.5	81.5
Rockford	15	1.4	1.4	82.9
Oregon	9	.9	.9	83.8
Kirkland	8	.8	.8	84.5
Davis Junction	6	.6	.6	85.1
Kingston	6	.6	.6	85.7
Mendota	6	.6	.6	86.3
Dixon	5	.5	.5	86.8
Sandwich	5	.5	.5	87.2
Belvidere	4	.4	.4	87.6
Chana	4	.4	.4	88.0
Mt. Morris	4	.4	.4	88.4
Compton	3	.3	.3	88.7
Joliet	3	.3	.3	89.0
Lake Zurich	3	.3	.3	89.3
St. Charles	3	.3	.3	89.5
Sterling	3	.3	.3	89.8
Steward	3	.3	.3	90.1
Waterman	3	.3	.3	90.4
Arlington Heights	2	.2	.2	90.6
Byron	2	.2	.2	90.8
Champaign	2	.2	.2	91.0
Earlville	2	.2	.2	91.2
Elburn	2	.2	.2	91.4
Elgin	2	.2	.2	91.6
Franklin Grove	2	.2	.2	91.7
Hampshire	2	.2	.2	91.9
Hinckley	2	.2	.2	92.1
Lake in the Hills	2	.2	.2	92.3
Lansing	2	.2	.2	92.5
Louisville	2	.2	.2	92.7
Maple Park	2	.2	.2	92.9
Naperville	2	.2	.2	93.1
Plainfield	2	.2	.2	93.3
Roscoe	2	.2	.2	93.5
Shabbona	2	.2	.2	93.7
Somonauk	2	.2	.2	93.9
Algonquin	1	.1	.1	94.0
Ashton	1	.1	.1	94.0
Aurora	1	.1	.1	94.1
Austell	1	.1	.1	94.2
Batavia	1	.1	.1	94.3
Big Rock	1	.1	.1	94.4
Blue Island	1	.1	.1	94.5

Top Cities for Caucasians

	Frequency	Percent	Valid Percent	Cumulative Percent
DeKalb	1905	36.8	36.8	36.8
Sycamore	804	15.5	15.5	52.3
Rochelle	555	10.7	10.7	63.0
Genoa	239	4.6	4.6	67.7
Cortland	151	2.9	2.9	70.6
Oregon	126	2.4	2.4	73.0
Kingston	104	2.0	2.0	75.0
Kirkland	88	1.7	1.7	76.7
Malta	82	1.6	1.6	78.3
Shabbona	72	1.4	1.4	79.7
Rockford	67	1.3	1.3	81.0
Waterman	59	1.1	1.1	82.1
Paw Paw	39	.8	.8	82.9
Lee	34	.7	.7	83.5
Mt Morris	34	.7	.7	84.2
Lindenwood	28	.5	.5	84.7
Chicago	26	.5	.5	85.2
Esmond	22	.4	.4	85.7
Chana	20	.4	.4	86.1
Creston	20	.4	.4	86.4
Steward	20	.4	.4	86.8
Maple Park	17	.3	.3	87.2
Naperville	17	.3	.3	87.5
Byron	16	.3	.3	87.8
Clare	15	.3	.3	88.1
Dixon	15	.3	.3	88.4
Belvidere	14	.3	.3	88.6
Davis Junction	14	.3	.3	88.9
Hampshire	14	.3	.3	89.2
Hinckley	13	.3	.3	89.4
Ashton	12	.2	.2	89.7
St Charles	12	.2	.2	89.9
Elburn	11	.2	.2	90.1
Sandwich	11	.2	.2	90.3
Stillman Valley	11	.2	.2	90.5
Wheaton	11	.2	.2	90.7
Algonquin	10	.2	.2	90.9
Earlville	9	.2	.2	91.1
Elgin	9	.2	.2	91.3
Amboy	8	.2	.2	91.4
West Chicago	8	.2	.2	91.6
Leland	7	.1	.1	91.7
Marengo	7	.1	.1	91.9
Plainfield	7	.1	.1	92.0
Poplar Grove	7	.1	.1	92.1
Sterling	7	.1	.1	92.3
Aurora	6	.1	.1	92.4
Bartlett	6	.1	.1	92.5
Bolingbrook	6	.1	.1	92.6
Cherry Valley	6	.1	.1	92.7

Top Institutions of Origin

Top Institutions for Asian Students

	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	9	20.0	20.0	20.0
COLL DUPAGE	3	6.7	6.7	26.7
DEKALB HS	3	6.7	6.7	33.3
FOREIGN COUNTRY HS	3	6.7	6.7	40.0
SYCAMORE HS	2	4.4	4.4	44.4
WILLIAM RAINEY HARPER COLL	2	4.4	4.4	48.9
CALIFORNIA (STATE) HS	1	2.2	2.2	51.1
COLL LAKE COUNTY	1	2.2	2.2	53.3
EASTERN ILLINOIS UNIV	1	2.2	2.2	55.6
EDWARDSVILLE SR HS	1	2.2	2.2	57.8
ELGIN COMM COLL	1	2.2	2.2	60.0
FOREIGN COLL/UNIV	1	2.2	2.2	62.2
GED - OUT OF STATE	1	2.2	2.2	64.4
GLENBARD NORTH HS	1	2.2	2.2	66.7
HOFFMAN ESTATES HS	1	2.2	2.2	68.9
HOME EDUCATED	1	2.2	2.2	71.1
HUGH MANLEY HS	1	2.2	2.2	73.3
MICHIGAN (STATE) HS	1	2.2	2.2	75.6
NILES NORTH HS	1	2.2	2.2	77.8
OAKTON COMM COLL	1	2.2	2.2	80.0
OHIO (STATE) HS	1	2.2	2.2	82.2
OMBUDSMAN EDUCATIONAL SERVICES	1	2.2	2.2	84.4
ROLLING MEADOWS HS	1	2.2	2.2	86.7
SCHAUMBURG HS	1	2.2	2.2	88.9
SOUTHEASTERN COMM COLL	1	2.2	2.2	91.1
STILLMAN VALLEY HS	1	2.2	2.2	93.3
TEXAS (STATE) HS	1	2.2	2.2	95.6
UNIV OF ILLINOIS - CHICAGO	1	2.2	2.2	97.8
WHEATON-WARRENVILLE HS	1	2.2	2.2	100.0
Total	45	100.0	100.0	

Top High Schools for Asian Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
DEKALB HS	3	13.6	13.6	13.6
FOREIGN COUNTRY HS	3	13.6	13.6	27.3
SYCAMORE HS	2	9.1	9.1	36.4
CALIFORNIA (STATE) HS	1	4.5	4.5	40.9
EDWARDSVILLE SR HS	1	4.5	4.5	45.5
GLENBARD NORTH HS	1	4.5	4.5	50.0
HOFFMAN ESTATES HS	1	4.5	4.5	54.5
HUGH MANLEY HS	1	4.5	4.5	59.1
MICHIGAN (STATE) HS	1	4.5	4.5	63.6
NILES NORTH HS	1	4.5	4.5	68.2
OHIO (STATE) HS	1	4.5	4.5	72.7
OMBUDSMAN EDUCATIONAL SERVICES	1	4.5	4.5	77.3
ROLLING MEADOWS HS	1	4.5	4.5	81.8
SCHAUMBURG HS	1	4.5	4.5	86.4
STILLMAN VALLEY HS	1	4.5	4.5	90.9
TEXAS (STATE) HS	1	4.5	4.5	95.5
WHEATON-WARRENVILLE HS	1	4.5	4.5	100.0
Total	22	100.0	100.0	

Top Reverse Transfer Schools for Asian Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	9	42.9	42.9	42.9
COLL DUPAGE	3	14.3	14.3	57.1
WILLIAM RAINY HARPER COLL	2	9.5	9.5	66.7
COLL LAKE COUNTY	1	4.8	4.8	71.4
EASTERN ILLINOIS UNIV	1	4.8	4.8	76.2
ELGIN COMM COLL	1	4.8	4.8	81.0
FOREIGN COLL/UNIV	1	4.8	4.8	85.7
OAKTON COMM COLL	1	4.8	4.8	90.5
SOUTHEASTERN COMM COLL	1	4.8	4.8	95.2
UNIV OF ILLINOIS - CHICAGO	1	4.8	4.8	100.0
Total	21	100.0	100.0	

Top Institutions for Native American Students

	Frequency	Percent	Valid Percent	Cumulative Percent
DEKALB HS	3	23.1	23.1	23.1
THORNTON TWP HS	2	15.4	15.4	38.5
CARY GROVE COMM HS	1	7.7	7.7	46.2
GED - KISHWAUKEE COLLEGE	1	7.7	7.7	53.8
KENTUCKY (STATE) HS	1	7.7	7.7	61.5
MILLIKIN UNIV	1	7.7	7.7	69.2
NORTHERN ILLINOIS UNIV	1	7.7	7.7	76.9
ROCHELLE TWP HS	1	7.7	7.7	84.6
SYCAMORE HS	1	7.7	7.7	92.3
WARREN TWP HS	1	7.7	7.7	100.0
Total	13	100.0	100.0	

Top High Schools for Native American Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
DEKALB HS	3	30.0	30.0	30.0
THORNTON TWP HS	2	20.0	20.0	50.0
CARY GROVE COMM HS	1	10.0	10.0	60.0
KENTUCKY (STATE) HS	1	10.0	10.0	70.0
ROCHELLE TWP HS	1	10.0	10.0	80.0
SYCAMORE HS	1	10.0	10.0	90.0
WARREN TWP HS	1	10.0	10.0	100.0
Total	10	100.0	100.0	

Top Reverse Transfer Schools for Native American Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
MILLIKIN UNIV	1	50.0	50.0	50.0
NORTHERN ILLINOIS UNIV	1	50.0	50.0	100.0
Total	2	100.0	100.0	

Top Institutions for African American Students

	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	56	10.1	10.1	10.1
HUGH MANLEY HS	32	5.8	5.8	15.9
WILLIAM R HARPER HS	25	4.5	4.5	20.5
DEKALB HS	16	2.9	2.9	23.4
GED - ILLINOIS	14	2.5	2.5	25.9
SIMEON VOCATIONAL HS	14	2.5	2.5	28.4
THORNTON TRAFUNCTIONAL SOUTH HS	10	1.8	1.8	30.3
HYDE PARK CAREER ACAD	8	1.4	1.4	31.7
BREMEN HS	7	1.3	1.3	33.0
CRANE HS	7	1.3	1.3	34.2
HAROLD WASHINGTON COLL	7	1.3	1.3	35.5
PROVISO WEST HS	7	1.3	1.3	36.8
CHICAGO VOCATIONAL HS	6	1.1	1.1	37.9
THORN RIDGE HS	6	1.1	1.1	38.9
THORNTON TWP HS	6	1.1	1.1	40.0
THORNWOOD HS	6	1.1	1.1	41.1
TRITON COLLEGE	6	1.1	1.1	42.2
CHICAGO HS (ANY IN CITY)	5	.9	.9	43.1
GED - KISHWAUKEE COLLEGE	5	.9	.9	44.0
JOLIET JR COLL	5	.9	.9	44.9
ORR HS	5	.9	.9	45.8
RICH CENTRAL HS	5	.9	.9	46.7
SOUTH SUBURBAN COLL	5	.9	.9	47.6
SYCAMORE HS	5	.9	.9	48.6
BOGAN HS	4	.7	.7	49.3
BOLINGBROOK HS	4	.7	.7	50.0
GAGE PARK HS	4	.7	.7	50.7
HILLCREST HS	4	.7	.7	51.4
INTERNET - ONLINE HS	4	.7	.7	52.2
NORTH LAWNSDALE COLLEGE PREP HS	4	.7	.7	52.9
PERCY L JULIAN HS	4	.7	.7	53.6
PLAINFIELD HS	4	.7	.7	54.3

Top High Schools for African American Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
HUGH MANLEY HS	32	9.0	9.0	9.0
WILLIAM R HARPER HS	25	7.0	7.0	16.0
DEKALB HS	16	4.5	4.5	20.5
SIMEON VOCATIONAL HS	14	3.9	3.9	24.4
THORNTON FRACTIONAL SOUTH HS	10	2.8	2.8	27.2
BREMEN HS	7	2.0	2.0	29.2
CRANE HS	7	2.0	2.0	31.2
PROVISO WEST HS	7	2.0	2.0	33.1
CHICAGO VOCATIONAL HS	6	1.7	1.7	34.8
THORNBRIDGE HS	6	1.7	1.7	36.5
THORNTON TWP HS	6	1.7	1.7	38.2
THORNWOOD HS	6	1.7	1.7	39.9
CHICAGO HS (ANY IN CITY)	5	1.4	1.4	41.3
ORR HS	5	1.4	1.4	42.7
RICH CENTRAL HS	5	1.4	1.4	44.1
SYCAMORE HS	5	1.4	1.4	45.5
BOGAN HS	4	1.1	1.1	46.6
BOLINGBROOK HS	4	1.1	1.1	47.8
GAGE PARK HS	4	1.1	1.1	48.9
HILLCREST HS	4	1.1	1.1	50.0
INTERNET - ONLINE HS	4	1.1	1.1	51.1
PERCY L JULIAN HS	4	1.1	1.1	52.2
PLAINFIELD HS	4	1.1	1.1	53.4
WAUKEGAN EAST HS	4	1.1	1.1	54.5
BEST PRACTICE HS	3	.8	.8	55.3
CARVER MILITARY HS	3	.8	.8	56.2
COLLINS HS	3	.8	.8	57.0
CRETE-MONEE HS	3	.8	.8	57.9
CURIE METRO HS	3	.8	.8	58.7
ENGLEWOOD HS	3	.8	.8	59.6
GLENBARD SOUTH HS	3	.8	.8	60.4
HINSDALE SOUTH HS	3	.8	.8	61.2
JOHN MARSHALL METRO HS	3	.8	.8	62.1
THORNTON FRACTIONAL HS NORTH	3	.8	.8	62.9

Top Reverse Transfer Schools for African American Students

	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	59	34.7	34.7	34.7
HYDE PARK CAREER ACAD	8	4.7	4.7	39.4
HAROLD WASHINGTON COLL	7	4.1	4.1	43.5
TRITON COLLEGE	6	3.5	3.5	47.1
JOLIET JR COLL	5	2.9	2.9	50.0
SOUTH SUBURBAN COLL	5	2.9	2.9	52.9
WAUBONSEE COMM COLL	4	2.4	2.4	55.3
KENNEDY-KING COLL	3	1.8	1.8	57.1
PRAIRIE STATE COLL	3	1.8	1.8	58.8
COLL DUPAGE	2	1.2	1.2	60.0
COLL LAKE COUNTY	2	1.2	1.2	61.2
HARRY S TRUMAN COLL	2	1.2	1.2	62.4
ILLINOIS STATE UNIV	2	1.2	1.2	63.5
MALCOLM X COLL	2	1.2	1.2	64.7
MORAIN VALLEY COMM COLL	2	1.2	1.2	65.9
NEW MILLENNIUM SCHOOL HEALTH	2	1.2	1.2	67.1
NORTHLAND COMM & TECH COLL	2	1.2	1.2	68.2
OAKTON COMM COLL	2	1.2	1.2	69.4
PARKLAND COLL	2	1.2	1.2	70.6
ROCK VALLEY COLL	2	1.2	1.2	71.8
SOUTHERN ILLINOIS UNIV. - CARBONDALE	2	1.2	1.2	72.9
WILBUR WRIGHT COLL	2	1.2	1.2	74.1
ALCORN STATE UNIV	1	.6	.6	74.7
ARKANSAS TECH UNIV	1	.6	.6	75.3
AUSTIN CAREER EDUCATION CTR	1	.6	.6	75.9
BALL STATE UNIV	1	.6	.6	76.5
CHICAGO DISCOVERY ACADEMY	1	.6	.6	77.1
CHICAGO STATE UNIV	1	.6	.6	77.6
COLUMBIA COLL - IL	1	.6	.6	78.2
CONCORDIA COLL - IL	1	.6	.6	78.8
DEVRY INSTITUTE OF TECH - CHICAGO	1	.6	.6	79.4

Top Institutions for Hispanic Students

	Frequency	Percent	Valid Percent	Cumulative Percent
ROCHELLE TWP HS	39	23.1	23.1	23.1
DEKALB HS	28	16.6	16.6	39.6
NORTHERN ILLINOIS UNIV	9	5.3	5.3	45.0
GENOA-KINGSTON HS	7	4.1	4.1	49.1
SYCAMORE HS	7	4.1	4.1	53.3
GED - KISHWAUKEE COLLEGE	6	3.6	3.6	56.8
COLL DUPAGE	3	1.8	1.8	58.6
GED - ILLINOIS	3	1.8	1.8	60.4
GED - OUT OF STATE	3	1.8	1.8	62.1
FOREIGN COUNTRY HS	2	1.2	1.2	63.3
HAROLD WASHINGTON COLL	2	1.2	1.2	64.5
ILLINOIS VALLEY COMM COLL	2	1.2	1.2	65.7
INDIAN CREEK HS	2	1.2	1.2	66.9
MCHENRY COUNTY COLL	2	1.2	1.2	68.0
MORAIN VALLEY COMM COLL	2	1.2	1.2	69.2
OREGON HS	2	1.2	1.2	70.4
ROCK VALLEY COLL	2	1.2	1.2	71.6
SANDWICH COMM HS	2	1.2	1.2	72.8
ADDISON TRAIL HS	1	.6	.6	73.4
AMUNDSEN HS	1	.6	.6	74.0
ANTIOCH COMM HS	1	.6	.6	74.6
AURORA CENTRAL CATHOLIC HS	1	.6	.6	75.1
AURORA UNIV	1	.6	.6	75.7
BLACKHAWK COLL - QUAD CITIES	1	.6	.6	76.3
BLOOM-TRAIL HS	1	.6	.6	76.9
BREMEN HS	1	.6	.6	77.5
CALIFORNIA (STATE) HS	1	.6	.6	78.1
COLL LAKE COUNTY	1	.6	.6	78.7
DEPAUL UNIV	1	.6	.6	79.3
GLENBARD WEST HS	1	.6	.6	79.9
GUILFORD HS	1	.6	.6	80.5
J S MORTON HS WEST	1	.6	.6	81.1
LAKE PARK WEST HS	1	.6	.6	81.7
LAKE VIEW HS	1	.6	.6	82.2
LANE TECHNICAL HS	1	.6	.6	82.8

Top High Schools for Hispanic Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
ROCHELLE TWP HS	39	32.2	32.2	32.2
DEKALB HS	28	23.1	23.1	55.4
GENOA-KINGSTON HS	7	5.8	5.8	61.2
SYCAMORE HS	7	5.8	5.8	66.9
FOREIGN COUNTRY HS	2	1.7	1.7	68.6
INDIAN CREEK HS	2	1.7	1.7	70.2
OREGON HS	2	1.7	1.7	71.9
SANDWICH COMM HS	2	1.7	1.7	73.6
ADDISON TRAIL HS	1	.8	.8	74.4
AMUNDSEN HS	1	.8	.8	75.2
ANTIOCH COMM HS	1	.8	.8	76.0
AURORA CENTRAL CATHOLIC HS	1	.8	.8	76.9
BLOOM-TRAIL HS	1	.8	.8	77.7
BREMEN HS	1	.8	.8	78.5
CALIFORNIA (STATE) HS	1	.8	.8	79.3
GLENBARD WEST HS	1	.8	.8	80.2
GUILFORD HS	1	.8	.8	81.0
J.S. MORTON HS WEST	1	.8	.8	81.8
LAKE PARK WEST HS	1	.8	.8	82.6
LAKE VIEW HS	1	.8	.8	83.5
LANE TECHNICAL HS	1	.8	.8	84.3
LELAND COMM HS	1	.8	.8	85.1
LINCOLN PARK HS	1	.8	.8	86.0
MILFORD TWP HS	1	.8	.8	86.8
MORRIS HS	1	.8	.8	87.6
NORTH CAROLINA (STATE) HS	1	.8	.8	88.4
OAK PARK & RIVER FOREST HS	1	.8	.8	89.3
OTTAWA TWP HS	1	.8	.8	90.1
PALATINE HS	1	.8	.8	90.9
PAW PAW HS	1	.8	.8	91.7
ROUND LAKE SR HS	1	.8	.8	92.6
SCHURZ HS	1	.8	.8	93.4
ST RITA HS	1	.8	.8	94.2
STILLMAN VALLEY HS	1	.8	.8	95.0
TEXAS (STATE) HS	1	.8	.8	95.9
WARREN TWP HS	1	.8	.8	96.7
WEST CHICAGO COMM HS	1	.8	.8	97.5

Top Reverse Transfer Schools for Hispanic Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	9	25.0	25.0	25.0
COLL DUPAGE	3	8.3	8.3	33.3
HAROLD WASHINGTON COLL	2	5.6	5.6	38.9
ILLINOIS VALLEY COMM COLL	2	5.6	5.6	44.4
MCHENRY COUNTY COLL	2	5.6	5.6	50.0
MORAIN VALLEY COMM COLL	2	5.6	5.6	55.6
ROCK VALLEY COLL	2	5.6	5.6	61.1
AURORA UNIV	1	2.8	2.8	63.9
BLACKHAWK COLL - QUAD CITIES	1	2.8	2.8	66.7
COLL LAKE COUNTY	1	2.8	2.8	69.4
DEPAUL UNIV	1	2.8	2.8	72.2
NON-REGIONALLY ACCRED INST	1	2.8	2.8	75.0
PIKES PEAK COMM COLL	1	2.8	2.8	77.8
SAUK VALLEY COMM COLL	1	2.8	2.8	80.6
SOUTH SUBURBAN COLL	1	2.8	2.8	83.3
TILDEN CAREER COMM ACAD	1	2.8	2.8	86.1
TRITON COLLEGE	1	2.8	2.8	88.9
WAUBONSEE COMM COLL	1	2.8	2.8	91.7
WESTERN ILLINOIS UNIV	1	2.8	2.8	94.4
WILBUR WRIGHT COLL	1	2.8	2.8	97.2
WILLIAM RAINEY HARPER COLL	1	2.8	2.8	100.0
Total	36	100.0	100.0	

Top Institutions for Caucasian Students

	Frequency	Percent	Valid Percent	Cumulative Percent
DEKALB HS	175	10.4	10.4	10.4
SYCAMORE HS	169	10.1	10.1	20.5
ROCHELLE TWP HS	157	9.4	9.4	29.9
NORTHERN ILLINOIS UNIV	125	7.5	7.5	37.4
GENOA-KINGSTON HS	79	4.7	4.7	42.1
OREGON HS	77	4.6	4.6	46.7
INDIAN CREEK HS	41	2.4	2.4	49.1
ELGIN COMM COLL	28	1.7	1.7	50.8
HIAWATHA CUSD #426	28	1.7	1.7	52.4
GED - KISHWAUKEE COLLEGE	26	1.6	1.6	54.0
HOME EDUCATED	26	1.6	1.6	55.5
GED - ILLINOIS	21	1.3	1.3	56.8
ROCK VALLEY COLL	21	1.3	1.3	58.1
SAUK VALLEY COMM COLL	20	1.2	1.2	59.2
WAUBONSEE COMM COLL	18	1.1	1.1	60.3
COLL DUPAGE	15	.9	.9	61.2
ILLINOIS VALLEY COMM COLL	15	.9	.9	62.1
MCHENRY COUNTY COLL	15	.9	.9	63.0
STILLMAN VALLEY HS	14	.8	.8	63.8
PAW PAW HS	13	.8	.8	64.6
KANELAND HS	11	.7	.7	65.3
WILLIAM RAINEY HARPER COLL	11	.7	.7	65.9
BATAVIA HS	10	.6	.6	66.5
GORNERSTONE CHRISTIAN ACAD	10	.6	.6	67.1
MORAIN VALLEY COMM COLL	10	.6	.6	67.7
WISCONSIN (STATE) HS	10	.6	.6	68.3
DIXON HS	9	.5	.5	68.9
HIGHLAND COMM COLL - IL	9	.5	.5	69.4
INDIANA (STATE) HS	9	.5	.5	69.9
JOLIET JR COLL	9	.5	.5	70.5
ROCKFORD COLL	7	.4	.4	70.9
ST CHARLES EAST HS	7	.4	.4	71.3
BOYLAN CENTRAL CATHOLIC HS	6	.4	.4	71.7

Top High Schools for Caucasian Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
DEKALB HS	175	15.1	15.1	15.1
SYCAMORE HS	169	14.6	14.6	29.7
ROCHELLE TWP HS	157	13.6	13.6	43.3
GENOA-KINGSTON HS	79	6.8	6.8	50.1
OREGON HS	77	6.7	6.7	56.8
INDIAN CREEK HS	41	3.5	3.5	60.3
HIAWATHA CUSD #426	28	2.4	2.4	62.7
STILLMAN VALLEY HS	14	1.2	1.2	64.0
PAW PAW HS	13	1.1	1.1	65.1
KANELAND HS	11	1.0	1.0	66.0
BATAVIA HS	10	.9	.9	66.9
CORNERSTONE CHRISTIAN ACAD	10	.9	.9	67.8
WISCONSIN (STATE) HS	10	.9	.9	68.6
DIXON HS	9	.8	.8	69.4
INDIANA (STATE) HS	9	.8	.8	70.2
ST CHARLES EAST HS	7	.6	.6	70.8
BOYLAN CENTRAL CATHOLIC HS	6	.5	.5	71.3
FLORIDA (STATE) HS	6	.5	.5	71.8
GENEVA COMM HS	6	.5	.5	72.3
BYRON HS	5	.4	.4	72.8
EARLVILLE JR-SR HS	5	.4	.4	73.2
HARLEM SR HS	5	.4	.4	73.6
HINCKLEY-BIG ROCK HS	5	.4	.4	74.1
MENDOTA TWP HS	5	.4	.4	74.5
PLAINFIELD SOUTH HS	5	.4	.4	74.9
AMERICAN SCH	4	.3	.3	75.3
ARGO COMM HS	4	.3	.3	75.6
FOREIGN COUNTRY HS	4	.3	.3	76.0
GLENBARD WEST HS	4	.3	.3	76.3
LAKE PARK WEST HS	4	.3	.3	76.7
OSWEGO COMM HS	4	.3	.3	77.0
SANDWICH COMM HS	4	.3	.3	77.4
STERLING HS	4	.3	.3	77.7
STREATOR TWP HS	4	.3	.3	78.0
WATERMAN HS	4	.3	.3	78.4
AMBOY HS	3	.3	.3	78.7
BARTLETT HS	3	.3	.3	78.9

Top Reverse Transfer Schools for Caucasian Students

ETHNIC	Frequency	Percent	Valid Percent	Cumulative Percent
NORTHERN ILLINOIS UNIV	125	28.3	28.3	28.3
ELGIN COMM COLL	28	6.3	6.3	34.6
ROCK VALLEY COLL	21	4.8	4.8	39.4
SAUK VALLEY COMM COLL	20	4.5	4.5	43.9
WAUBONSEE COMM COLL	18	4.1	4.1	48.0
COLL DUPAGE	15	3.4	3.4	51.4
ILLINOIS VALLEY COMM COLL	15	3.4	3.4	54.8
MCHENRY COUNTY COLL	15	3.4	3.4	58.1
WILLIAM RAINY HARPER COLL	11	2.5	2.5	60.6
MORAIN VALLEY COMM COLL	10	2.3	2.3	62.9
HIGHLAND COMM COLL - IL	9	2.0	2.0	64.9
JOLIET JR COLL	9	2.0	2.0	67.0
ROCKFORD COLL	7	1.6	1.6	68.6
COLL LAKE COUNTY	6	1.4	1.4	69.9
WESTERN ILLINOIS UNIV	5	1.1	1.1	71.0
ILLINOIS STATE UNIV	4	.9	.9	71.9
NON-REGIONALLY ACCRED INST	4	.9	.9	72.9
AUGUSTANA COLL - IL	3	.7	.7	73.5
AURORA UNIV	3	.7	.7	74.2
EASTERN ILLINOIS UNIV	3	.7	.7	74.9
ELMHURST COLL	3	.7	.7	75.6
PARKLAND COLL	3	.7	.7	76.2
SOUTHERN ILLINOIS UNIV - CARBONDALE	3	.7	.7	76.9
TENNESSEE (STATE) HS	3	.7	.7	77.6
UNIV OF ILLINOIS - CHICAGO	3	.7	.7	78.3
ZZCOLLEGE DUPAGE	3	.7	.7	79.0
ZZNORTHERN ILLINOIS UNIVERSITY	3	.7	.7	79.6
BLACKHAWK COLL - MOLINE	2	.5	.5	80.1
BLACKHAWK COLL - QUAD CITIES	2	.5	.5	80.5
BRADLEY UNIV	2	.5	.5	81.0