

Illinois Community College Board

403rd Meeting Agenda and Materials

June 7, 2013

Sofitel Chicago Water Tower
The Chicago Ballroom
20 East Chestnut Street
Chicago, IL



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Agenda
403rd Meeting of the
Illinois Community College Board
Sofitel Chicago Water Tower
20 East Chestnut Street
Chicago, IL

June 7, 2013

<u>9:00 a.m. – Board Meeting – The Chicago Ballroom</u>		<u>Page</u>
1.	Roll Call and Declaration of Quorum	—
2.	Announcements and Remarks by Alexi Giannoulas, Board Chairman	—
3.	Board Member Comments	—
3.1	Resolution Honoring Geoffrey Obrzut, Retiring President and Chief Executive Officer for the Illinois Community College Board (<i>ACTION</i>)	—
4.	Nomination of Vice Chair (<i>ACTION</i>)	—
5.	Acknowledgements	
5.1	Geoffrey Obrzut, Retiring President and Chief Executive Officer for the Illinois Community College Board	—
5.2	Mr. Scott Lensink, Retiring President of Lake Land College	—
5.3	Dr. Eric Radtke, Retiring President of Prairie State College	—
5.4	Joshua Beneze, Student, Illinois Community College Board Member	—
5.5	Reggie Coleman, President, Illinois Community College Trustees Association	—
5.6	Dr. Margaret Lee, President, Illinois Council of Community College Presidents	—
6.	President/CEO Report	—
7.	Advisory Organizations	
7.1	Illinois Community College Trustees Association	—
7.2	Illinois Community College Faculty Association	—
7.3	Illinois Community College System Foundation	—
7.4	Illinois Council of Community College Presidents	—
7.5	Adult Education and Family Literacy Council	—
7.6	Student Advisory Council	—
8.	Committee Reports	
8.1	External Affairs	1
8.2	Academic Affairs and Institutional Support	2
8.2a	Illinois Longitudinal Data System Intergovernmental Agreement (<i>ACTION</i>)	3-4
8.3	Adult Education and Workforce Development	5
8.3a	Department of Corrections Intergovernmental Agreement (<i>ACTION</i>)	6
8.4	Fiscal, Personnel, Ethics and Conflict of Interest	7

Agenda
June 7, 2013

9:00 a.m. – Board Meeting – The Chicago Ballroom

Page

9. Fiscal Year 2014 Budget Update	8
10. New Units of Instruction (<i>ACTION</i>)	
10.1 Heartland Community College, Highland Community College, Illinois Valley Community College, Lincoln Land Community College, Malcolm X College, Moraine Valley Community College, William Rainey Harper College, John Wood Community College, Carl Sandburg College	9-19
10.2 Waubensee Community College	20-21
10.3 Illinois Eastern Community Colleges: Olney Central College	22-23
11. Consent Agenda (<i>ACTION</i>)	
11.1 Minutes of the March 22, 2013 Board Meeting	24-36
11.2 Minutes of the March 22, 2013 Board Search Committee Meeting	37-38
11.3 Minutes of the March 22, 2013 Board Search Committee Executive Session	—
11.4 Calendar Year 2014 Board Meeting Dates and Locations	39
11.5 Authorizations to Enter into Interagency Contracts and/or Agreements	40
11.6 Authorization to Transfer Funds Among Line Items	41
11.7 Authorizations to Enter into Contracts	42-43
12. Information Items	
12.1 Fiscal Year 2013 Financial Statements	—
12.2 Recognition Status/Update	—
12.3 Illinois Community College System African American Employment Plan Survey Results – Fiscal Year 2012; the Illinois Community College System Hispanic/Latino Employment Plan Survey Results– Fiscal Year 2012; and the Illinois Community College System Asian American Employment Plan Survey Results – Fiscal Year 2012	44-45
13. Other Business	—
14. Public Comment	—
***** Break for lunch at 11:30a.m. in conjunction with the ICCTA *****	
<u>Board Meeting to resume at 1:00 p.m. –The Marseille Room</u>	
15. Executive Session	
15.1 Employment/Appointment Matters	—
16. Selection of Executive Director (<i>ACTION</i>)	—
16.1 Approval of Executive Director Contract (<i>ACTION</i>)	—
17. Adjournment	—

Agenda Item #8.1
June 7, 2013

Illinois Community College Board

EXTERNAL AFFAIRS COMMITTEE

An oral report will be given during the Board meeting on the discussions that took place at the committee meeting held on Thursday, June 6, 2013. The discussion items have been outlined below:

- Public Information
 - ICCB Magazine
 - Other discussion

- Legislative Affairs
 - legislative update on substantive bills and resolutions

- Other discussion and recommendations

Agenda Item #8.2
June 7, 2013

Illinois Community College Board

**ACADEMIC AFFAIRS AND
INSTITUTIONAL SUPPORT COMMITTEE**

An oral report will be given during the Board meeting on the discussions that took place at the committee meeting held on Wednesday, May 29, 2013. The discussion items have been outlined below:

- Illinois Longitudinal Data System Intergovernmental Agreement
- Update on General Education Curriculum
- Update on the Alliance for Quality Career Pathways benchmarks
- Other discussion and recommendations

Illinois Community College Board

**INTERGOVERNMENTAL AGREEMENT FOR THE GOVERNANCE OF THE
ILLINOIS LONGITUDINAL DATA SYSTEM**

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby authorizes the President/CEO to sign the Intergovernmental Agreement by and between the Illinois Community College Board and the Office of the Governor, the Illinois State Board of Education, the Illinois Board of Higher Education, the Illinois Department of Commerce and Economic Opportunity, the Illinois Department of Employment Security, the Illinois Department of Human Services, and the Illinois Student Assistance Commission on behalf of the Board to establish the governance structure of ILDS.

BACKGROUND

The attached Intergovernmental Agreement (IGA) represents a negotiation between the Illinois Community College Board (ICCB) and the Office of the Governor, the Illinois State Board of Education (ISBE), the Illinois Board of Higher Education (IBHE), the Illinois Department of Commerce and Economic Opportunity (DCEO), the Illinois Department of Employment Security (IDES), the Illinois Department of Human Services (IDHS), and the Illinois Student Assistance Commission (ISAC) to establish the governance structure of the Illinois Longitudinal Data System (ILDS).

The proposed Intergovernmental Agreement will guide the development and maintenance of a longitudinal student record data system and will facilitate the sharing data and information among state agencies pursuant to the P-20 Longitudinal Education Data System Act (105 ILCS 13/1 et seq.).

The Illinois Longitudinal Data System IGA seeks to establish a governance structure across all of the LDS Agencies to address the following overall requirements, functions, and expectations for the LDS:

- Ensure robust protections for individual privacy and compliance with all pertinent state and federal laws;
- Establish a set of tools, systems, and processes internal to LDS Agencies and shared across LDS Agencies to meet the expectations and requirements of the LDS Act;
- Effectively and efficiently address audit, evaluation, and research needs that require data inputs from multiple LDS Agencies;

Agenda Item #8.2a

June 7, 2013

- Support and advance sound, research-based decision-making within the LDS Agencies and for all State education and workforce policymakers;
- Effectively address common issues across LDS Agencies such as data access, use, and security;
- Establish the expectation that LDS Agencies share data in accordance with established procedures and protocols, subject to applicable legal restrictions;
- Develop a common process across the LDS Agencies to plan and budget for LDS implementation, improvement, and maintenance; and
- Effectively utilize knowledge and expertise relating to the LDS Functions residing at the LDS Agencies and capitalize on a cost-effective LDS Agency distributed data system model that avoids duplication and ensures sustainability.

Agenda Item #8.3
June 7, 2013

Illinois Community College Board

**ADULT EDUCATION AND WORKFORCE DEVELOPMENT
COMMITTEE**

An oral report will be given during the Board meeting on the discussions that took place at the committee meeting held on the morning of Friday, June 7, 2013. The discussion items have been outlined below:

- Illinois Department of Correction – Interagency Agreement (*Action Item on Board Agenda*)

- Strategic Plan for Workforce Education – Update

- GED Testing – Update

- Other discussion and recommendations

Illinois Community College Board

DEPARTMENT OF CORRECTIONS INTERGOVERNMENTAL AGREEMENT

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby authorizes the President/CEO to sign the Intergovernmental Agreement by and between the Illinois Community College Board and the Illinois Department of Correction on behalf of the Board.

BACKGROUND

The Illinois Department of Correction (IDOC) has begun the process of incorporating technology instruction to enhance educational opportunities for their offenders. As a part of this project, the IDOC will work with the ICCB to modify and enhance features of the ICCB i-pathways system to ensure the appropriate safety, security, policies, and procedures comply with applicable departmental rules and regulations of the IDOC.

The modifications and enhancements include:

- Removal of online chat abilities
- Removal of email access
- Removal of discussion board abilities
- Removal of access to internet websites outside i-Pathways web applications
- Other technology enhancements for the successful implementation of the project

i-Pathways was developed in 2001 and is an online state of the art technology system that is used to prepare adult education students for the GED test®. This online system is used in Illinois and in other states. The ICCB contracts with Western Illinois University – Center for the Application of Information Technology (CAIT) in the development and deployment of the system. The CAIT contract will be amended in the amount of \$31,040.00 to make the appropriate modifications for use in the IDOC system.

Agenda Item #8.4
June 7, 2013

Illinois Community College Board

**FISCAL, PERSONNEL, ETHICS, AND
CONFLICT OF INTEREST COMMITTEE**

An oral report will be given during the Board meeting on the discussions that took place at the committee meeting held on the morning of Friday, June 7, 2013. The discussion items have been outlined below:

- Financial Statements: Fiscal Year 2013
 - State General Funds
 - Special State Funds
 - Federal Funds
 - Bond Financed Funds

- Fiscal Year 2014 Office Budget

- Timeliness of state payments to the colleges and adult education providers

- Fiscal Year 2014 System Budget

- June 7th Board meeting Consent Agenda Items: (*ACTION*)
 - #11.5 - Authorizations to Enter into Interagency Contracts and/or Agreements
 - #11.6 - Authorization to Transfer Funds Among Line Items
 - #11.7 - Authorizations to Enter into Contracts

- Other discussion and recommendations

Agenda Item #9
June 7, 2013

Illinois Community College Board

FISCAL YEAR 2014 BUDGET UPDATE

At the date the agenda was being printed, a budget had not been passed by the General Assembly. An oral presentation will be given at the meeting.

June 7, 2013

Illinois Community College Board

NEW UNITS OF INSTRUCTION

The Illinois Community College Board is requested to approve new units of instruction for the following community colleges:

RECOMMENDED ACTION:

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the following new units of instruction for the community colleges listed below:

PERMANENT PROGRAM APPROVAL

Heartland Community College

- Physical Therapy Assistant A.A.S. degree (66 credit hours)

Highland Community College

- Industrial Training A.A.S. degree (65 credit hours)

Illinois Valley Community College

- Welding Construction Technology A.A.S. degree (66 credit hours)
- Welding Production Technology A.A.S. degree (66 credit hours)

Lincoln Land Community College

- Neurodiagnostic Technology A.A.S. degree (62 credit hours)

Malcolm X College

- Community Health Care Worker A.A.S. degree (63 credit hours)
- Community Health Care Worker Certificate (47 credit hours)

Moraine Valley Community College

- Associate in Fine Arts A.F.A. in Music (64 credit hours)
- Computer Graphic Imagery A.A.S. degree (63 credit hours)
- Geographic Information Systems A.A.S. degree (62 credit hours)

Wm. Rainey Harper College

- Health Information Technology A.A.S. degree (62 credit hours)
- Health Information Technology Certificate (30 credit hours)

John Wood Community College

- Associate in Engineering Science A.E.S. degree (65 credit hours)

BACKGROUND

Heartland Community College is seeking approval to offer a 66 credit hour “Physical Therapy Assistant” Associate in Applied Science (A.A.S.) degree. This curriculum will prepare individuals for entry-level employment as physical therapy assistants (PTA’s) who work under the direct supervision of a licensed Physical Therapist in a variety of allied health settings, such as acute care, long-term care, rehabilitation, private therapy facilities, as well as hospitals and physicians’ offices. The curriculum was based on standards developed by the Commission on Accreditation of Physical Therapy Education (CAPTE) and will prepare individuals for the required licensure through the Illinois Department of Finance and Professional Regulation (IDFPR). The curriculum consists of 20 credit hours of required general education coursework and 46 credit hours of required career and technical education coursework. The career and technical education component includes instruction in introductory physical therapy, physical therapy science and skills, patient care and assessment, physical agents in rehabilitation, application of physical agents, concepts of rehabilitation, rehabilitation techniques, PTA pathophysiology, kinesiology for rehabilitation for orthopedics, therapeutic exercises for orthopedic conditions, and a required clinical experience. Assessment of student learning will be achieved through evaluation of the student’s performance by faculty and clinical site supervisors during their final semester clinical experience.

Labor market information provided by the college supports the interest in and the need for a program in this field of study. According to the Illinois Department of Employment Security (IDES), statewide employment of PTA’s is projected to increase by 25.6 percent through 2020. County data indicate a projected increase in employment of 11 percent for McLean, Livingston and Logan counties. The college anticipates an enrollment of 16 full-time students each year during the first three years. The program will require one existing full-time and one new part-time faculty the first year. Qualified faculty must possess a master’s degree in physical therapy for the program director position, or at least an associate’s degree in physical therapy assisting for clinical coordinators, clinical faculty and part-time academic faculty, in addition to one to five years of related occupational experiences and one to five years of teaching experience. All classroom facilities are currently in place to adequately support the program, and local employers will be utilized for clinical education and practical learning. Costs of implementing this program are estimated at \$142,500 the first year, \$88,800 the second year, and \$98,800 the third year. Higher first year costs reflect the purchase of equipment and accreditation application fees, while second and third year costs reflect the addition of one program director, professional development for faculty, and yearly accreditation fees. The program will be supported through the use of Perkins Grant funds and student tuition and fees.

Highland Community College is seeking approval to offer a 65 credit hour Industrial Training Associate in Applied Science degree program. The program will prepare individuals for employment in one of two fields: Plumbing/Pipefitting or Heating/Ventilating/Air Conditioning Technology. The curriculum was designed according to U.S. Department of Labor-Bureau of Apprenticeship and Training requirements for trades curricula and will prepare individuals for employment at journey-person level. The college collaborated with United Association (UA) Plumbers, Pipefitters, Steamfitters, & Service Technicians Local Union 23 to develop a program that would not only train new apprentices for employment within their region but would also provide an educational ladder opportunity for existing certificate students and union apprentices studying in both fields.

Agenda Item #10.1

June 7, 2013

The curriculum consists of 16 credit hours of required general education coursework, and 49 credit hours of required career and technical education coursework. The career and technical component includes nine (9) credit hours of common technical core coursework in introductory welding, intermediate welding, and electronic principles. The remainder of career and technical coursework includes 40 credit hours of specialty apprenticeship coursework in either plumbing/pipefitting or HVAC technology. Achievement of student learning objectives will be assessed through an evaluation of the student's performance during a comprehensive work-based test by Union instructors and college staff.

Labor market information provided by the college supports the interest in and the need for educated and skilled trades people in these fields. Partnering with the Local Plumbing, Pipefitting and Refrigeration Joint Apprenticeship Training Committee, the college was able to identify a strong interest in providing an educational ladder beyond the existing certificate. According to the Illinois Department of Employment Security (IDES), statewide employment of related trade occupations will see above average growth through the year 2020. Specifically, employment of plumbers, pipefitters and steamfitters is expected to increase by 7.5 percent, employment of HVAC technicians is expected to increase by 19.4 percent, and employment of welders is expected to increase by 6.1 percent through 2020. The college anticipates an enrollment of five (5) full-time and five (5) part-time students the first year, increasing to 15 full-time and 15 part-time students by the third year. The program will require three existing part-time faculty the first year, with the addition of one new part-time faculty member the second year and one new full-time faculty member the third year. Qualified faculty will hold a minimum of an Associate's degree in Welding or related field, journey-person status in the related trade, and five years related occupational experience. All existing classroom and laboratory space will adequately support the program. Some equipment will be purchased to support advanced technical preparation. The college is partnering with Local Union 23 for instruction and related resources. The cost to implement this program will be approximately \$7,200 per year during the first and second years and \$58,500 during the third year. Higher third year costs reflect the addition of a full-time faculty program coordinator. The program will be supported by student tuition and fees.

Illinois Valley Community College is seeking approval to offer two 66 credit hour Associate in Applied Science (A.A.S.) degrees, one in Welding Construction Technology and another in Welding Production Technology. Students who complete the requirements for the degree focused in welding construction will be prepared for employment in the construction field as a welding technician. Students who complete the requirements for the degree focused in welding production will be prepared for employment in the manufacturing field as a production or fabrication welder. The curricula are designed so there is a common core of 16 credit hours of required general education coursework and 50 credit hours of required career and technical education coursework. Of the career and technical component, 36 credit hours are common among the two specialties while the remaining 14 credit hours are focused in either construction industry or production skills.

Agenda Item #10.1
June 7, 2013

Career and technical education coursework common to both degree curricula includes instruction in computer skills, mechanical drafting, machine blueprint reading, rigging systems, basic forklift operation, welding metallurgy, welding blueprint reading, inspection/measurement/quality, Stick/Plate/Flat Arc welding, Plate/TIG/Horizontal welding, welding fabrication, gas metal arc welding/metal inert gas welding (GMAW/MIG)-mild steel, gas welding and brazing, gas tungsten arc welding/tungsten inert gas welding (GTAW/TIG)-mild steel, and a welding internship. Students of the welding construction program will be required to complete additional career and technical education coursework in stick/plate/vertical-up arc welding, stick/plate/vertical-down arc welding, stick/plate/overhead arc welding, pipe/stick/2G position, pipe/stick/5G position, pipe/stick/6G position, and pipe/stick/TIG-Root all positions. Graduates will be prepared for American Welding Society (AWS) credentialing certifications in Stick Plate/Vertical-Up Arc Welding, Stick Plate/Overhead Arc Welding, Pipe Stick/2G position, and Pipe Stick/TIG-Root All Positions. Students of the welding production program will be required to complete additional coursework in MIG-flat plate arc welding, GMAW-pipe welding all positions, GMAW/MIG-stainless steel, GMAW/MIG-non-ferrous alloys, GTAW/TIG-stainless steel, dual shield and metal core, and MIG/wire/horizontal plate arc welding. Graduates will be prepared for AWS credentialing certifications in MIG/wire Flat Plate Arc Welding, Dual Shield and Metal Core Welding, and MIG/wire Horizontal Plate Arc Welding. Assessment of student learning will be achieved during the welding internship course where students will be tested on their knowledge and skills in a final welding project.

The college currently offers related certificate programs in Basic and Advanced Construction Welding, Production Welding and numerous short-term AWS certification-based certificate programs. The proposed degrees will provide an educational ladder opportunity for existing students and recent graduates of these programs. Because the college offers existing AWS designed welding programs, Illinois Valley Community College is already an AWS-approved testing facility. All proposed curricula have been developed according to AWS certification standards.

Labor market information provided by the college supports the interest in and the need for two year degree programs in this field of study. According to the Illinois Department of Employment Security (IDES), employment growth for welders is projected at 6.1 percent statewide through 2020. Furthermore, enrollments in existing welding courses have nearly quadrupled between 2004-2012 and demonstrating a consistent interest within the district. Based on an application demonstrating local need and employer interest, the college was among a consortium of colleges (the iNAM or Illinois Network for Advanced Manufacturing) awarded a Department of Labor Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant to support development of these programs. Grant funds also support the expansion of learning resource materials, update/repair equipment, professional development for existing faculty, and expanded student support services. The college anticipates an enrollment of two full-time and three part-time students for each degree program during the first year of availability. The college anticipates an increase in enrollment by the third year of three full-time and four part-time students for each degree program. Both programs will require one existing full-time faculty member, four existing part-time faculty and one new part-time faculty the first year. Qualified faculty will possess an associate's degree in welding or related area and AWS certifications as needed for each course, three to five years related occupational experience and one to two years of teaching experience.

Agenda Item #10.1

June 7, 2013

Currently the college employs two instructors (one full-time and one part-time) who are AWS Certified Welding Instructors. Facilities are adequately in place to support the proposed programs, as existing programs offered meet the AWS program accreditation requirements as a testing facility. Grant funds will be used to purchase several pieces of new equipment. Costs to implement both programs is approximately \$17,180 the first year, \$6,980 the second year, and \$70,000 the third year. First year costs reflect the purchase of new equipment, while third year costs reflect the addition of one new full-time faculty member. The program will otherwise be supported by student tuition and fees.

Lincoln Land Community College is seeking approval to offer a 62 credit hour Associate in Applied Science (A.A.S.) degree in Neurodiagnostic Technology. This program will prepare individuals for entry-level employment as electroneurodiagnostic technologists, also referred to as END technologists, which use specialized equipment to monitor how well a patient's nervous system is functioning so doctors can identify and treat neurological problems. The curriculum was developed according to standards set by the Commission on Accreditation of Neurodiagnostic Technologists of the Commission on Accreditation of Allied Health Education Programs (CAAHEP) and includes 20 credit hours of general education coursework and 42 credit hours of career and technical education coursework. The career and technical component of the curriculum includes instruction in introductory neurodiagnostic technology, basic NDT techniques, NDT instrumentation, NDT neuroanatomy, electrodiagnostics, clinical correlations in NDT, and a required NDT clinical practicum experience. Graduates of the proposed program will be prepared for optional credentialing through the American Board of Registration of Electroencephalographic and Evoked Potential Technologists (ABRET). Students will be eligible to sit for the Registered Electroencephalograph Technician (R. EEG T) or the Registered Evoked Potential Technician (R. EP T) credentialing exams. Assessment of student learning will be achieved in two ways: through evaluation of the student's performance during the last semester of the clinical practicum portion of their study and through completion of a comprehensive written and oral ABRET practice exam.

Labor market information provided by the college supports the interest in and the need for a two-year degree program in this field of study. According to the Illinois Department of Employment Security (IDES), growth in the employment of related allied health technologists is projected around 5.5 percent statewide through 2020. The college anticipates an enrollment of eight full-time students the first year, increasing to 16 full-time students by the third year. The program will require three part-time faculty during the first year. Qualified faculty will possess an associate's degree in neurodiagnostic technology, hold their R. EEG T certification and either their R. EP T or the CNIM (Certified Neurophysiologic Intraoperative Monitoring Technologist) certification, as well as one year related occupational experience and one year teaching experience. Because campus classroom facilities will be shared with existing allied health programs and the college is partnering with St. John's Hospital for equipment and instruction, no new costs are anticipated to implement the program. The proposed program will be supported through student tuition and fees.

Malcolm X College is seeking approval to offer a 63 credit hour Community Health Care Worker Associate in Applied Science (A.A.S.) degree and a related 47 credit hour Community Health Care Worker Certificate.

Agenda Item #10.1
June 7, 2013

The programs prepare individuals for working at various levels of service in a variety of community health settings. Primary employers would be in social service agencies and providers, as well as health care providers with community outreach programs, educational agencies and institutions with community programs. The levels of employment range from entry-level outreach to case management. The content for these programs was based on the Standards of Practice Manual for Community Health Workers and Community Health Occupations from San Francisco State University. The career and technical component of each curriculum includes 47 credit hours of instruction in human growth and development, community health work, accessing community resources, community health problems, communicable diseases, nutrition/exercise/disease, topics in human development, adult and senior health, substance abuse issues, mental health issues, case management fundamentals, first aid/CPR and a required field experience in community health service. The degree program will include an additional 16 credit hours of required general education coursework. For both the degree and certificate, assessment of student learning objectives will be achieved through evaluation of a student portfolio containing artifacts of their educational experience.

Labor market information provided by the college supports the interest in and the need for a formalized educational program in this field of study. The college has also proposed a shorter-term certificate in this area, and the proposed programs will provide an educational ladder opportunity for those students. The college worked closely with local employers in addition to those who participate in the Program Advisory Committee to establish a set of skills needed to be successful in the local job market as well as the field of community health service. The college anticipates a combined enrollment of eight part-time students the first year, increasing to 12 part-time students by the third year. The programs will require six new part-time faculty the first year. Qualified faculty will possess a bachelor's degree in public health, health education or a related field, five years related occupational experience, and two years of teaching experience. All facilities and equipment are currently in place to adequately support the proposed programs. Costs to implement the program will be approximately \$24,710 the first year and \$36,695 each year the second and third years. The proposed program will be supported by student tuition and fees.

Moraine Valley Community College is seeking approval to offer a 64 credit hour Associate in Fine Arts (A.F.A) in Music for students planning to major in music at a four-year institution while pursuing a Bachelor in Fine Arts (B.F.A) degree. With this degree, students will receive a solid foundation in music theory, music history, and applied music performance skills. The A.F.A degree is closely aligned with lower division coursework at universities offering bachelor's degree programs in fine arts. The proposal satisfies ICCB Administrative Rules for the A.F.A degree program regarding total credit hours and general education requirements, as well as meeting the IAI music major recommendations. To gain admittance to this program, students must meet the general admission standards for all transfer degrees. Currently, MVCC's music program enrolls approximately 650 students in its various college credit courses each semester. Based on in-class surveys by faculty members, approximately 10 percent of those students have expressed interest in the associate in fine arts in music degree with the intent of transferring as music majors to four-year colleges and universities. Existing faculty and facilities, including rehearsal space, performance space, and equipment, are adequate for the implementation of the proposed program. At this time, no additional faculty or facilities are anticipated since music courses are already being taught at MVCC.

Agenda Item #10.1

June 7, 2013

Moraine Valley Community College is seeking approval to offer a 63 credit hour Associate in Applied Science (A.A.S.) degree in Computer Graphics Imagery. This program will prepare students for employment in multi-media graphic design. The program consists of 19 credit hours of required general education coursework and 44 credit hours of required career and technical education coursework. The career and technical education component includes instruction in orientation to CGI careers, introductory and intermediate computer graphics, introductory and intermediate computer animation, introductory and intermediate 3D computer animation, computer storyboarding, 3D modeling, 3D computer character modeling, 3D parametric modeling, computer physics simulation, introductory game design, game design elements, design visualization, and introductory computer aided-design. Coupled with work experience, graduates will be eligible for a variety of industry-related credentials, including certification in Brainbench's Adobe Photoshop 7.0 and Flash 5.0 and Autodesk's 3Ds Max and *Maya*. Assessment of student learning objectives will be achieved through a comprehensive final exam and evaluation of the student's multi-media graphic design portfolio.

Labor market information provided by the college supports the interest in and the need for a two year degree program in this field of study. The college currently offers a variety of short-term certificates related to computer-aided design. Based on increasing enrollments, student interest in industry certifications of related technology platforms and strong support by the program advisory committee, the college proposed developing a degree program and re-configuring existing certificate offerings to better suit new students to the program(s) and meet local employers needs more closely. According to the Illinois Department of Employment Security (IDES), statewide employment of graphic designers is expected to increase by 6.8 percent and employment of multi-media artists/animators is expected to increase by 1.8 percent through 2020. Locally, the college indicates similar positive growth for those same occupational categories. The college anticipates an enrollment of 18 full-time and 40 part-time students the first year, increasing to 20 full-time and 44 part-time students by the third year. The program will require seven existing full-time faculty and four existing part-time faculty.

Qualified faculty will hold a bachelor's degree in Graphic Design or a closely related field, a minimum of one year related occupational experience and one year teaching experience. Some new equipment will be purchased over the first three years; however, all facilities are currently in place to adequately support the program. Costs to implement the program will be approximately \$8,000 the first year, \$10,000 the second year, and \$12,000 the third year. Software update costs are being covered by a U.S. Department of Labor grant the college received to support program development in this field of study. The program will otherwise be supported by student tuition and fees.

Moraine Valley Community College is seeking approval to offer a 62 credit hour Associate in Applied Science (A.A.S.) degree in Geographic Information Systems. This program will prepare students for employment as Geospatial, also known as GIS, or Mapping technicians in a variety of fields, including energy, agriculture, healthcare, engineering, manufacturing, construction, logistics, and public safety. The program consists of 16 credit hours of required general education coursework, 40 credit hours of required career and technical education coursework, and six (6) credit hours of related technical electives.

Agenda Item #10.1
June 7, 2013

The career and technical education component includes instruction in orientation to GIS careers, fundamentals of geospatial science, introductory geospatial technology, spatial analysis, data acquisition and management, cartographic design, introductory remote sensing, IT essentials A+, Managing IT A+, introductory computer-aided design, database design, SQL/database applications, project management, and a required work-based learning capstone project or internship experience. Coupled with work experience, graduates will be eligible for a variety of industry-related credentials including certification in Esri's ArcGIS Desktop, ArcGIS Desktop Developer GISCI's GIS Professional ASPRS's Certified GIS/LIS Technologist, Remote Sensing Technologist, and Certified Photogrammetric Technologist. Assessment of student learning objectives will be achieved through a comprehensive final exam and evaluation of the student's capstone project or performance during the internship experience.

Labor market information provided by the college supports the interest in and the need for a two year degree program in this field of study. According to the Illinois Department of Employment Security (IDES), statewide employment growth for survey and mapping technicians is projected at 10.7 percent through 2020. Based on an application demonstrating local need and employer interest, the college was awarded a Department of Labor Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant to support development of this program. The college anticipates an enrollment of 24 full-time and 12 part-time students the first year, increasing to 40 full-time and 20 part-time students by the third year. The program will require two new part-time faculty. Qualified faculty will hold a bachelor's degree in Geography, GIS or a closely related field, a minimum of one year related occupational experience and one year teaching experience. Some new equipment will be purchased over the first three years; however, all facilities are currently in place to adequately support the program. Costs to implement the program will be covered by the TAACCCT grant during the first three years. The program will otherwise be supported by student tuition and fees.

William Rainey Harper College is seeking permanent approval to offer a 62 credit hour Associate in Applied Science (A.A.S.) degree and a related 30 credit hour Certificate in Health Information Technology. The programs were granted temporary approval in July 2010 for a period of three years. These programs will prepare students for employment as health information technicians in a variety of health care settings. The degree program consists of 19 credit hours of required general education coursework and 43 credit hours of required career and technical education coursework. The certificate program consists of 30 credit hours of required career and technical coursework. The career and technical component includes instruction in health care technology and informatics, medical terminology, basic pharmacology, legal and ethical issues of health care, ICD (International Classification of Disease), CPT (Current Procedural Terminology), insurance billing and coding, database management and IT project management, health data analysis, HIT management and a work-based learning requirement in health information technology. Both programs were designed according to AHIMA (American Health Information Management Association) guidelines and will prepare students for the Registered Health Information Technology (RHIT) credentialing exam. Assessment of student learning objectives will be achieved through an evaluation of the student's performance by program faculty during the work-based learning component of the program.

Agenda Item #10.1
June 7, 2013

Overall, the college has exceeded its original benchmarks for enrollment in both programs. The college notes a 76 percent increase in enrollment from spring 2011 to spring 2013. Employer support in terms of externship opportunities and advisory committee participation has been very positive. The college submitted their application to the Commission for Accreditation of Health Informatics and Information Management Education (CAHIIM), and the site visit was conducted in January 2013. Full accreditation is anticipated during the spring 2013 semester. Once the programs are accredited, 12 graduates will be able to sit for the related American Health Information Management Association (AHIMA) credentialing exam. Accreditation is retro-active once at least one class of students has completed and the college completes its application/site visit. Employer interest in graduates of the program has also been very positive.

According to the Illinois Department of Employment Security (IDES), employment of health information technicians is anticipated to grow by seven percent statewide through 2020. The college anticipates a continued enrollment in the career and technical education courses for both programs of 20 full-time students per year over the next three year period. Based on feedback from the college's initial application to CAHIIM and the subsequent site visit, they have made numerous adjustments to their courses/curricula in terms of content revisions and re-organization, have renovated facilities space for a dedicated HIT computer lab, and have plans to hire an additional full-time faculty person. Qualified faculty will hold a bachelor's degree in health information management and the RHIT credential possess a minimum one year of related occupational experience and one year teaching experience. No new costs are anticipated to maintain the programs. The proposed programs will be fiscally supported through student tuition and fees.

John Wood Community College is seeking approval to offer a 65 credit hour Associate in Engineering Science (A.E.S) degree for students planning to obtain a baccalaureate major or enter the workforce with a basic level of competence, with the possibility of seeking a baccalaureate degree at a later date. A bachelor's degree in engineering prepares students to plan, design, and build projects in both private industry and the public sector, with high income earning potential. Moreover, the Quincy area, with its strong manufacturing and industrial base, has an increased need for engineers. The A.E.S degree is closely aligned with lower division coursework at universities offering bachelor's degree programs in engineering. The proposal satisfies ICCB Administrative Rules for the AES degree program, regarding total credit hours and general education requirements, as well as meeting the IAI engineering major recommendations. To gain admission to this program, students must meet the general admission standards for all transfer degrees. The A.E.S degree program at JWCC will target recent high school graduates or returning students who are especially strong in math, science, and writing skills. Currently, there are 20 students enrolled at JWCC who have indicated pre-engineering as their area of emphasis. Similarly, JWCC expects approximately five students from the Quincy Area Vocational Technical Center to enroll in their A.E.S degree program. With an approved A.E.S degree, JWCC will increase its marketing efforts to target high-achieving math and science students. As a result, JWCC anticipates having 15-25 students enrolled in its A.E.S program at any one time. Existing faculty and facilities, including laboratories and equipment at John Wood Community College are adequate for the implementation of the proposed program. At this time, no additional faculty or facilities are anticipated.

TEMPORARY PROGRAM APPROVAL

Carl Sandburg College

- e-Business A.A.S. degree (66 credit hours)

BACKGROUND

Carl Sandburg College is seeking temporary approval to offer a 66 credit hour “e-Business” Associate in Applied Science (A.A.S.) degree for a period of three years. This program will prepare individuals for employment with an internet-based company or any organization with a significant online trade presence. The curriculum consists of 15 credit hours of required general education coursework and 51 credit hours of required career and technical education coursework. The career and technical component of the curriculum includes instruction in financial and managerial accounting, introductory business, marketing fundamentals, advertising fundamentals, business law, customer service, keyboarding and computer essentials, computer software applications, microcomputer database applications, Windows network and operating systems, introductory e-Business, website support, introductory web design, innovative business technologies, and a required work-based learning experience in an e-Business environment. Assessment of student learning objectives will be achieved through observation and evaluation of the student’s performance during the work-based learning component of the curriculum.

Labor market information provided by the college supports the interest in and the need for a program that focuses on electronic business. The college’s Program Advisory Committee highly recommended the development of a program that would address student interest in e-Business by drawing on the strengths of the college’s existing Business Administration degree program. The Advisory Committee members also felt the program should provide transfer opportunities for students interested in pursuing baccalaureate education in this field; therefore the proposed curriculum includes 27 credit hours of transferable coursework. The college anticipates an enrollment of 10 students per year for the first three years. Temporary approval is requested for a period of three years to monitor program need. If after the temporary approval period expires the college would plan to discontinue the program, students would have completed between 32-45 credit hours of coursework that apply towards the existing Business Administration and/or the Computer Information Systems Specialist A.A.S. degree programs. *Permanent approval will be considered after a period of three years based on program outcomes.*

INFORMATION ITEM – BASIC CERTIFICATE PROGRAM APPROVAL

Following is a list of Basic Certificates (less than 29 credit hours) that have been approved on behalf of the Illinois Community College Board by the President/CEO since the last Board meeting:

Permanent Program Approval

Elgin Community College

- Computed Tomography Certificate (25 credit hours)
- Magnetic Resonance Imaging Certificate (27 credit hours)
- Mammography Certificate (13 credit hours)

Agenda Item #10.1
June 7, 2013

Illinois Central College

- Deconstruction Certificate (11 credit hours)

Illinois Valley Community College

- Truck Driver Training Advanced Proficiency Certificate (16 credit hours)

Lincoln Land Community College

- ECE Credential Level II Certificate (12 credit hours)
- ECE Credential Level III Certificate (27 credit hours)

Malcolm X College

- Community Health Care Worker Certificate (19 credit hours)

Moraine Valley Community College

- Computer Graphics Master Certificate (26 credit hours)
- Computer Graphics Designer Certificate (11 credit hours)
- Computer Graphics Professional Certificate (9 credit hours)
- Computer Graphics Associate Certificate (6 credit hours)

Rend Lake College

- Nail Technology Certificate (16 credit hours)

Sauk Valley Community College

- Computed Tomography Certificate (16 credit hours)

Illinois Community College Board

**NEW UNITS OF INSTRUCTION:
WAUBONSEE COMMUNITY COLLEGE**

The Illinois Community College Board is requested to approve new units of instruction for the following community colleges:

RECOMMENDED ACTION:

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the following new units of instruction for the community colleges listed below:

PERMANENT PROGRAM APPROVAL

Waubonsee Community College

- Laboratory Technology A.A.S. degree (60 credit hours)

BACKGROUND

Waubonsee Community College is seeking approval to offer a 60 credit hour Associate in Applied Science (A.A.S.) degree in Laboratory Technology. This program will prepare individuals for entry-level employment as laboratory assistants/technicians, quality control technicians, or process control technicians in a variety of settings such as agriculture, manufacturing, food processing, environmental, and pharmaceutical. The curriculum consists of 15 credit hours of required general education coursework, 42 credit hours of required career and technical education coursework and three (3) credit hours of technical electives. The career and technical component of the curriculum includes instruction in biology, chemistry, organic chemistry, analytical chemistry, biochemistry, applied microbiology, laboratory technology, instrumental analysis, physics, statistics, business information systems, and a work-based learning experience in a laboratory setting. Assessment of student learning objectives will be achieved through evaluation of the student's performance during the work-based learning experience. Furthermore, the college worked with Northern Illinois University and Lewis University to develop the curriculum, which will articulate towards completion of a bachelor's of science degree in laboratory science at either institution.

Labor market information provided by the college supports the interest in and the need for a two-year degree program. According to the Illinois Department of Employment Security (IDES), employment growth for biological technicians was 13.3 percent and for chemical technicians was 12.7 percent statewide through 2020.

Agenda Item #10.2

June 7, 2013

Based on an application demonstrating local need and employer interest, the college was awarded a \$2.8 million Department of Labor Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant to support development of this program.

Grant funds also support the renovation of existing space, equipment, professional development for existing faculty, and expanded student support services. The college anticipates an enrollment of 15 full-time and 10 part-time students the first year, increasing to 30 full-time and 20 part-time students by the third year. The program will require three existing full-time and three new part-time faculty the first year. Qualified faculty will possess a minimum of a master's degree in biological science for the baccalaureate/transfer courses, and a minimum of a bachelor's degree in a biological or laboratory science plus eight credit hours of coursework in microbiology for the career and technical education courses; a minimum of two years occupational experience in a laboratory environment; and one year teaching experience at the university or community college level. Facilities upgrades, particularly to laboratory classrooms, and equipment purchases are being funded by the TAACCCT grant. Costs to implement the program are estimated at \$97,078 the first year, \$13,000 the second year, and \$71,000 the third year. Higher first year costs reflect the purchase of consumable materials for program use, and higher third year costs reflect the addition of a full-time faculty program coordinator. The program will otherwise be supported by student tuition and fees.

INFORMATION ITEM – BASIC CERTIFICATE PROGRAM APPROVAL

Following is a list of Basic Certificates (less than 29 credit hours) that have been approved on behalf of the Illinois Community College Board by the President/CEO since the last Board meeting:

Permanent Program Approval

Waubonsee Community College

- Basic Laboratory Technology Certificate (17 credit hours)
- Biology Laboratory Technology Certificate (18 credit hours)

Illinois Community College Board

**NEW UNITS OF INSTRUCTION:
ILLINOIS EASTERN COMMUNITY COLLEGE: OLNEY CENTRAL COLLEGE**

The Illinois Community College Board is requested to approve new units of instruction for the following community colleges:

RECOMMENDED ACTION:

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the following new units of instruction for the community colleges listed below:

PERMANENT PROGRAM APPROVAL

Olney Central College

- Human Resource Assistant A.A.S. degree (65 credit hours)
- Office Administration A.A.S. degree (65 credit hours)

BACKGROUND

Olney Central College, one of the Illinois Eastern Community Colleges, is seeking approval to offer two 65 credit hour Associate in Applied Science (A.A.S.) degrees: Human Resource Assistant and Office Administration. Students who complete the requirements for the degree in human resources will be prepared for employment as a human resources generalist, those personnel focused on human resource operations in a variety of settings. Students who complete the requirements for the degree in office administration will be prepared for employment as office administration personnel, those support staff focused on the general operations of an office in a variety of settings. The curricula are designed so there is a common core of 15 credit hours of required general education coursework and 50 credit hours of required career and technical education coursework. Of the career and technical component, 36 credit hours are common among the two specialties, while the remaining 14 credit hours are focused in either human resources or office administration, including a required work-based learning experience in the specific field of study. Career and technical education coursework common to both degree curricula includes instruction in business computer systems, keyboarding, database administration, presentation and promotion, introductory business, principles of marketing, principles of management, financial accounting, managerial accounting, applied accounting, and business statistics. Assessment of student learning objectives will be achieved through an evaluation of the student's performance during the work-based learning component by program faculty and workplace supervisor.

Agenda Item #10.3
June 7, 2013

The college was recently approved to offer a related Office Administration Certificate program. The proposed degrees will provide students and graduates of the certificate program with an educational ladder opportunity. Labor market information provided by the college supports the interest in and the need for a two year degree program in these fields of study. According to the Illinois Department of Employment Security (IDES), statewide employment of human resource specialists is expected to increase by 16.7 percent, and employment of general office and administrative support workers is expected to increase by six percent through the year 2020.

Furthermore, the college conducted a survey of students and local employers which identified a significant interest in degree programs for new and existing employees. The college anticipates an enrollment of eight full-time and two part-time students in the Human Resources Assistant program, and 14 full-time and six part-time students in the Office Administration program the first year. Enrollments are projected to increase to 12 full-time/four part-time and 26 full-time/10 part-time students respectively in each proposed program by the third year. Because the college currently offers many of the career and technical education courses within the proposed programs, classroom facilities and most faculty resources are in place to adequately support the programs. Some equipment, such as computer hardware, software and resource materials, will need to be purchased. Two existing full-time and two existing part-time faculty will be required the first year. One new full-time and two new part-time faculty will be added over the second and third years to support increases in enrollments across both programs. Costs of implementing both programs is estimated at \$26,692 year one, \$20,692 per year for years two and three. The proposed programs will be supported through student tuition and fees.

INFORMATION ITEM – BASIC CERTIFICATE PROGRAM APPROVAL

Following is a list of Basic Certificates (less than 29 credit hours) that have been approved on behalf of the Illinois Community College Board by the President/CEO since the last Board meeting:

Permanent Program Approval

Olney Central College

- Office Administration Certificate (25 credit hours)

Agenda Item #11.1
June 7, 2013

UNAPPROVED

Minutes of the 402nd
Meeting of the
Illinois Community College Board
Oakton Community College
Board Room
1600 East Golf Road
Des Plaines, IL

March 22, 2013

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the Board minutes of the March 22, 2013 meeting as recorded.

Item #1 – Roll Call and Declaration of Quorum

Chairman Giannoulis called the Board meeting to order at 9:15 a.m. and asked Ann Knoedler to call roll. The following Board members were present: Randy Barnette, Terry Bruce, Michael Dorf, Suzanne Morris, Thomas Pulver, Teresa Garate, Alexi Giannoulis, and Joshua Beneze, Student Board member. A quorum was declared. Board members Guy Alongi, Jake Rendleman, James Dumas, and Victor Henderson were absent.

Item #2 – Announcements and Remarks by Board Chair

Chairman Giannoulis thanked Dr. Peg Lee and Oakton Community College for hosting the Board meeting.

Item #3 – Board Member Comments

Thomas Pulver and Michael Dorf thanked Dr. Peg Lee and Oakton Community College for hosting the Board meeting.

Item #4 – Illinois Community College Students Externship Ceremony

The Illinois Community College Board (ICCB) Student Advisory Committee (SAC) Leadership Development Externship is a one academic year accelerated leadership development program. This program integrates community college student leaders' experiences, emerging opportunities in the local community, college, and state levels, and relevant academic theory to propel them toward a life of leadership and service whether it be on the local, state or national level(s).

Agenda Item #11.1

June 7, 2013

As part of the externship experience, program participants are expected to take on a leadership role within the 2012-2013 academic year. While this leadership role need not be formalized in an elected office, it is expected that each participant, during the course or academic year, select one area within the SAC where he or she can serve in a leadership capacity.

ICCB Chairman Alexi Giannoulis introduced Nick Kachiroubas, the ICCB Student Advisory Committee Advisor, to announce each course graduate. Chairman Giannoulis and President/Chief Executive Officer Geoffrey Obrzut issued each student with a certificate of course completion and course completion award.

The eight community college students completing the course are named below:

- Brenda Bedolla
 - Morton College
- Joshua Beneze
 - Kankakee Community College (Student Board Member)
- Michael Cirino
 - Kishwaukee College
- Nathan Kurz
 - John Wood Community College
- Shelby Mason
 - Richland Community College
- Paola Rueda
 - McHenry County College
- Gladys Sanchez
 - Kishwaukee College
- Kyle Vogt
 - Waubensee Community College (SAC Chair)

Item #5 – President/CEO Report

Geoffrey Obrzut thanked Dr. Peg Lee and Oakton for hosting the Board meeting.

Mr. Obrzut again congratulated the externship students for their hard work and accomplishments. He also congratulated Board members Teresa Garate, Terry Bruce, and Jake Rendleman for their confirmation by the Senate on March 1st.

Mr. Obrzut thanked Mike Monaghan and the Illinois Community College Trustees Association (ICCTA) for sponsoring the Education 101 seminar held for the newly elected legislators.

Dr. Harry Berman, Interim Executive Director of the Illinois Board of Higher Education, presented a one page fact sheet taken from the *Completing College: A State-Level View of Student Attainment Rates* report by the National Student Clearinghouse that highlighted Illinois community colleges at the President's Council and Illinois Community College Trustees Association meetings in March. This report focuses on six-year completion rates for students who started college in fall 2006.

Agenda Item #11.1
June 7, 2013

It states, "Illinois is 20 percent above the national average for full-time students who complete an associate's degree and then subsequently complete at a four-year institution. Only five other states are that far above the national average. Illinois is second to Florida on this measure." The report also states other positive facts about Illinois community colleges.

Mr. Obrzut, along with Ellen Andres, Chief Financial Officer, attended and testified during the Senate appropriation hearing. City Colleges of Chicago also testified during the hearing regarding the 5 million cut they received. More information will be discussed during the Fiscal, Personnel, Ethics and Conflict of Interest Committee report.

Mr. Obrzut, along with Dr. Karen Anderson, attended the Harvard Graduate School of Education conference, *Creating Pathways to Prosperity*, on March 18th thru the 19th.

An invitation was extended to the Board members to attend the upcoming Phi Theta Kappa banquet being held in Springfield on Friday, April 17th.

Mr. Obrzut concluded by expressing his gratitude to Randy Barnette and the Board for the two resolutions Mr. Barnette presented to him on March 21st in honor of his retirement.

Item #6 – Advisory Organizations

Item #6.1 – Illinois Community College Trustees Association (ICCTA)

Mike Monaghan reported the ICCTA met in Lombard on March 8th. Contributing to the meeting were students representing the Student Advisory Committee. On behalf of the ICCTA, Mr. Monaghan expressed his appreciation to the students for their presentations on the Leadership Development Externship program.

Mr. Monaghan stated the ICCTA received an update on the Affordable Care Act and the impact it might have on the community college employees and the community colleges as employers. The association received information on the rules and guidelines of the Act and the fines and penalties associated with the Act if it is implemented incorrectly.

The ICCTA also received updates on changes to the Freedom of Information Act (FOIA) and the Open Meetings Act (OMA) during their March meeting.

Mr. Monaghan noted that April 9th marks Election Day for the ICCTA. There are 273 community college trustees seated throughout the state of Illinois and the 39 community college districts. Ninety one of these seats are up for the regular election, six-year seats, this April 9th. In addition, 27 of the two-year and four-year terms are up for re-election. In total, there are 118 seats up for election on April 9th. There will be a training session conducted for all of the newly elected community college trustees at the June ICCTA Convention being held at the Sofitel Hotel in downtown Chicago.

Mr. Monaghan announced that May 1st is Lobby Day in Springfield. All ICCB Board members are invited.

Agenda Item #11.1

June 7, 2013

Mr. Monaghan concluded his report by introducing Marcelino Garcia, Associate Director for the City Colleges of Chicago's Legislative Affairs office.

Item #6.2 – Student Advisory Council (SAC)

Student Board member Joshua Beneze reported the SAC meeting was last held in conjunction with the ICCTA meeting on March 8-9, which marked the last meeting of the year. There were 39 attendees from 30 colleges. Every meeting held this year recorded higher attendance and participation.

During the last SAC meeting, the new ICCB Student Board member was elected. Rachel Pitchford from Black Hawk College will be introduced to the Board at the June 7th Board meeting.

A letter of support was presented to the Board produced by the SAC Policy sub-committee for the Illinois Dream Fund.

Mr. Beneze announced he has applied, and received the SAC endorsement, for the ISAC Student Commissioner position, which is a two year term. He has yet to hear the decision from the Office of Executive Appointments.

Mr. Beneze's report concluded announcing the Phi Theta Kappa Banquet will be held on the evening of April 16th as well as the Student Advocacy Day will be on April 17th.

Item #6.3 – Illinois Community College Faculty Association (ICCFA)

David Seiler stated the ICCFA is currently in the planning stages for the annual fall conference. The conference will take place on October 10-11 at the Crowne Plaza in Springfield. A call for proposals has been announced. The ICCFA is also taking applications for the research grants and student scholarships. The academic vice presidents are being requested to send new faculty to the annual fall conference.

Mr. Seiler concluded by stating the ICCFA is continuing work on their website and possibly working on a putting together a facebook page.

Item #6.4 – Illinois Community College System Foundation (ICCSF)

Tom Pulver gave the report on behalf of Ray Hancock who was unable to attend the March Board meeting.

ICCSF has substantially completed the refinancing of the IFF loan of \$1M that helped with the construction of the two new floors to the System building. In addition, IFF is adding the cost of the build-out of the 4th floor to accommodate the two new renters. This will assist the Foundation with cash flow issues and provide a lower interest rate. The ICCSF Board of Directors approved the restructuring of the loan at its November 2012 meeting.

Materials have been submitted to Representative John Bradley's office to begin the process of creating an Illinois Community College vanity license plate.

Agenda Item #11.1

June 7, 2013

Preliminary plans are to request a design that includes the ICCSF logo and the words, *Illinois Community Colleges*. The design will be finalized in cooperation with the Secretary of State's office. ICCSF is hoping all Illinois community college groups, especially the student organizations, will support this effort. If it is supported by the System and becomes prevalent on automobiles around the State, the benefits in terms of revenue and marketing value for the system will be significant.

The extension of the Capitol Street renovation project by the Springfield building will not continue west toward the State Capitol this year as initially hoped. Mr. Mark Mahoney of the Springfield Public Works office indicates that the City did not receive the grant they anticipated, and he hopes they will be able to continue the project next year.

When this project is continued, it will include removal of the busses from directly alongside the building. This project will enhance the building considerably, and ICCSF encourages ICCB to support the project any way possible. Mr. Mahoney also indicates that development of the large state-owned parking lot south of the building is being considered. However, he could not currently provide specific information.

Mr. Pulver concluded his report by stating that all other ICCSF functions are proceeding normally, including scholarships. The State of Illinois continues to be from two to four months late in payment of rent. ICCSF is able to make necessary payments to meet the required obligations, but these late and unpredictable payments make it virtually impossible to plan ahead and pursue new opportunities, including—most importantly—new fundraising initiatives.

Item #6.5 – Illinois Council of Community College Presidents (ICCCP)

Dr. Peg Lee, President of Oakton Community College, took a moment to mention construction of the Science and Health Careers Center, which is the newest addition to the Oakton Community College campus and will open in the summer of 2014.

During the ICCCP meeting held in Lombard on March 8th, Dr. Lee reported the council spent much of its time discussing the problems and challenges of implementing the Affordable Care Act. It is very important to implement the Act correctly due to the large penalties if done incorrectly, which will be a large fine handed down by the IRS. The colleges are to complete implementation by January 1; however, the IRS will not release their guidelines until mid-summer.

Dr. Lee thanked Dr. Karen Anderson for her work on the Strategic Plan for Workforce Education in Illinois for the community college system.

Among other discussions that took place during the March meeting where the issues of nursing in Illinois and the continued issues with pensions and MAP funding.

In conclusion, Dr. Lee thanked the Board and ICCB staff for their leadership and supportiveness of the community colleges.

June 7, 2013

Item #6.6 – Adult Education and Family Literacy Council

Tawanna Nickens reported the council met on March 14th and discussed topics such as incorporating more technology into the classrooms, developing a statewide report card for adult education, and on professional development in training modules for all program staff on using data to inform decision making.

The next scheduled meeting will be on May 30th. During this meeting, the committee members will bring their recommendations on the above outlined areas.

Item #7 – Committee Reports

Item #7.1 – Fiscal, Personnel, Ethics and Conflict of Interest

Suzanne Morris reported the committee met before the Board meeting. During the recently held appropriation hearing, the ICCB staff was informed of the 4.6 percent cut the community college system will receive for Fiscal Year 2014. The City Colleges of Chicago will also receive a five million dollar cut.

Ms. Morris reported that 68 percent of this fiscal year's payments to the colleges are delayed.

Randy Barnette stated the original budget ICCB submits to the legislature did not include the cut to City Colleges of Chicago's budget. This cut did not come from the Board.

Item #7.1a – Illinois Community College Board Organization/Title Change

Suzanne Morris made a motion, which was seconded by Tom Pulver, to approve the following item:

The Illinois Community College Board hereby approves the change of title for the Illinois Community College Board's leader and chief administrator from President/Chief Executive Officer to Executive Director.

The motion was approved via unanimous voice vote. Student advisory vote: Yes. It was stated this will take effect beginning July 1, 2013.

Item #7.2 – Academic Affairs and Workforce Development

The Committee did not meet.

Item #7.3 – Adult Education and Workforce Development

Randy Barnette stated Jennifer Foster, Associate Vice President for Adult Education and Family Literacy and Workforce Development, will be making the report to the Board.

Ms. Foster reported the committee discussed the Illinois Adult Education State Plan that is submitted every year on April 1st to the federal government.

Agenda Item #11.1

June 7, 2013

The plan outlines the activities of adult education that the funding will be used for within the next fiscal year.

Among other things discussed was the Strategic Plan for Workforce Education which will be discussed later in the meeting as an action item.

The Workforce Development Grant Report – Business and Industry Services Fiscal Year 2012, which is an informational item, was also discussed during the committee meeting. The report outlined activities for the 3.3 million dollars received as part of the Workforce Development Grant.

Item #7.3a – Workforce Strategic Plan for the Illinois Community College System

Ms. Foster briefly explained that ICCB has been in partnership with the Illinois Council of Community College Presidents in an effort to submit a proposal to the Board on developing a five year strategic plan for workforce education. This will be a system-wide plan designed to lay the foundation for future workforce initiatives around the state. The nine-month Workforce Education Strategic Plan process will focus on strengthening system-wide visibility and impact by aligning workforce education and training. The Illinois Community College System Strategic Plan for Workforce Education will build upon current successful efforts and will design creative solutions to address the challenges of a new economy, high unemployment rate, and the demand for more highly skilled workers.

Tom Pulver made a motion, which was seconded by Randy Barnette, to approve the following item:

The Illinois Community College Board hereby grants approval for the staff to move forward in the development of the five-year Strategic Plan for Workforce Education.

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

Item #7.4 — External Affairs

Michael Dorf stated the committee met on Thursday, March 21st with Ms. Morris, Mr. Barnette, Mr. Terry Bruce, and Steve Morse, Associate Vice President for External Affairs, in attendance.

Mr. Dorf reported that the ICCB bill to strike the square footage component from the funding formula is on the third reading within the Senate. There are a number of bills that are pending within the House and Senate that involve MAP grants. The committee requested Mr. Morse keep an eye on these and report back to the committee.

Agenda Item #11.1
June 7, 2013

The ICCB testified at the Senate appropriation yesterday and the House hearing is scheduled for April 11th.

Mr. Dorf concluded by announcing the spring edition of the ICCB Magazine is in final review and will be available next week.

Item #8 – Illinois Community College Board Intergovernmental Agreements

Item #8.1 – Bridging the GAP Intergovernmental Agreement

Dr. Karen Anderson presented a negotiation between the Illinois Community College Board (ICCB) and the Illinois State Board of Education (ISBE) for the implementation of the \$250,000 *Bridging the Gap* project over the course of March 25 – September 30, 2013. The project builds upon important curriculum alignment work that was initially started through Public Act 095-06494—the Illinois College and Career Readiness Pilot Project Act, the eight (8) Educational Policy Improvement Center Workshops that were hosted by the ICCB in the previous two fiscal years, and the *Bridging the Gap: An Illinois Toolkit for Using the Common Core for Secondary and Postsecondary Alignment*. The funds will be used to support curriculum alignment meetings, hosted by community colleges, that will focus on English Language Arts and Math and involve the development and/or enhancement of partnerships with high schools and Regional Offices of Education. Funds may be used to 1) kickoff an initial CCSS alignment meeting in a college’s district, 2) to continue current alignment conversations focused around implementing the common core standards, or 3) to expand ongoing Common Core implementation conversations that are already taking place.

Before the motion was approved, Mr. Pulver stated the Academic Affairs and Institutional Support Committee expressed concern and would like Dr. Anderson to closely monitor the \$6,000 cost in general administration, which appears to be possibly too small of an amount in general administration. Dr. Anderson replied there are minimal costs to ICCB in terms of implementing and monitoring the grant due to the combination of the amount of work already completed and the very short time frame.

Tom Pulver made a motion, which was seconded by Michael Dorf, to approve the following items:

The Illinois Community College Board hereby authorizes the President/CEO to sign the Intergovernmental Agreement by and between the Illinois Community College Board and the Illinois State Board of Education on behalf of the Board.

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

June 7, 2013

Item #8.2 – Illinois Tollway Driving the Future Intergovernmental Agreement

Dr. Anderson stated the Illinois Tollway Authority has begun its \$12 billion *MOVE ILLINOIS: The Illinois Tollway Driving the Future* program which will continue for the next 15 years. As a part of the initiative, the Tollway identified a need to have more small, minority and women owned businesses bid on their upcoming projects. However, there is a shortage of those construction businesses prepared to take advantage of the coming opportunities. As a result of this need, the Illinois Tollway Authority approached ICCB to work together with community colleges to develop a technical assistance program for small, minority and women owned construction businesses.

The four community college Business and Industry Centers selected to participate in the project by the Tollway include: Prairie State College (lead), South Suburban College, Moraine Valley Community College, and Waubensee Community College. The college centers are selected in regions where tollway work has begun or will begin in the near future. These colleges will create a “Construction Business Development Center” (CBDC). Funding for this project is \$578,000 for the first year with opportunities for expansions and continuation in subsequent years.

Dr. Anderson stated the Illinois Tollway Authority initiated an Intergovernmental Agreement and their Finance sub-committee recommended approval of the initiative. The full board approved the Intergovernmental Agreement with ICCB at their meeting on February 28, 2013.

Item #8.2a – Approval of Amendment Made to the Illinois Tollway Driving the Future Intergovernmental Agreement

The Board requested to remove Section VI. INDEMNIFICATION from the Illinois Tollway Driving the Future Intergovernmental Agreement:

- A. Unless prohibited by State law, the ICCB agrees to hold harmless and indemnify the TOLLWAY, and its officials, employees, and agents, from any and all losses, expenses, damages (including loss of use), suits, demands, and claims and shall defend any suit or action, whether at law or in equity, based on any alleged injury or damage of any type arising from the actions or inactions of the ICCB and/or the ICCB’s employees, officials, agents, contractors and subcontractors, and shall pay all damages, judgments, costs, expenses, and fees, including attorney fees, incurred by the TOLLWAY and its officials, employees and agents in connection with this AGREEMENT.

Michael Dorf made a motion, which was seconded by Terry Bruce, to approve the following item:

The Illinois Community College Board hereby approves the removal of Section VI. INDEMNIFICATION from the Illinois Tollway Driving the Future Intergovernmental Agreement.

Agenda Item #11.1

June 7, 2013

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

Item #8.2b – Approval of Amended Illinois Tollway Driving the Future Intergovernmental Agreement

Tom Pulver made a motion, which was seconded by Michael Dorf, to approve the following item:

The Illinois Community College Board hereby authorizes the President/CEO to sign the AMENDED Intergovernmental Agreement by and between the Illinois Community College Board and the Illinois Tollway Authority on behalf of the Board.

A roll call vote was taken with the following results:

Randy Barnette	Yea	Suzanne Morris	Yea
Terry Bruce	Yea	Thomas Pulver	Yea
Michael Dorf	Yea	Joshua Beneze	Yea
Teresa Garate	Yea	Alexi Giannoulis	Yea

The motion was approved.

Item #9 – New Units of Instruction

Tom Pulver made a motion, which was seconded by Randy Barnette, to approve the following items:

The Illinois Community College Board hereby approves the following new units of instruction for the community colleges listed below:

PERMANENT PROGRAM APPROVAL

Richard J. Daley College

- CNC Machining Advanced Certificate (37 credit hours)
- Factory Automation Advanced Certificate (35 credit hours)

John A. Logan College

- HVAC Performance Systems Certificate (44 credit hours)

Moraine Valley Community College

- Sign Language Interpretation Certificate (54 credit hours)

Olney Central College

- Information Systems Technology A.A.S. degree (66 credit hours)

Agenda Item #11.1

June 7, 2013

Carl Sandburg College

- Biofuels Manufacturing Technology A.A.S. degree (61 credit hours)

South Suburban College

- Speech Language Pathology Assistant A.A.S. degree (68 credit hours)

TEMPORARY PROGRAM APPROVAL

Lake Land College

- Welding A.A.S. degree (65.5 credit hours)

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

Terry Bruce abstained from the Illinois Eastern Community College Program Approval ONLY.

Olney Central College

- Information Systems Technology A.A.S. degree (66 credit hours)

Item #10 – Illinois Community College Board Recognition of Community Colleges

Item #10.1 – South Suburban College

Suzanne Morris made a motion, which was seconded by Randy Barnette, to approve the following items:

The Illinois Community College Board hereby grants a status of “recognition continued” to the following districts:

South Suburban College

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

Item #10.2 – Illinois Eastern Community College

Randy Barnette made a motion, which was seconded by Tom Pulver, to approve the following items:

The Illinois Community College Board hereby grants a status of “recognition continued” to the following districts:

Illinois Eastern Community Colleges

The motion was approved via unanimous voice vote. Student advisory vote: Yes. Terry Bruce abstained.

Agenda Item #11.1

June 7, 2013

Item #11 – Consent Agenda

Randy Barnette made a motion, which was seconded by Tom Pulver, to approve the following items:

Item #11.1 – Minutes of the January 25, 2013 Board Meeting

The Illinois Community College Board hereby approves the Board Meeting minutes of the January 25, 2013, meeting as recorded.

Item #11.2 – Minutes of the January 25, 2013 Executive Session

The Illinois Community College Board hereby approves the Executive Session minutes of the January 25, 2013, meeting as recorded

Item #11.3 – Minutes of the February 6, 2013 Board Presidential Search Committee Meeting

The Illinois Community College Board hereby approves the Committee Meeting minutes of the February 6, 2013, meeting as recorded

Item #11.4 – Minutes of the February 6, 2013 Board Presidential Search Committee Meeting Executive Session

The Illinois Community College Board hereby approves the Executive Session minutes of the February 6, 2013, meeting as recorded

Item #11.5 – Approval of Confidentiality of Executive Session

The Illinois Community College Board hereby determines the Executive Session Minutes held on March 25, 2005; April 22, 2005; June 17, 2005; September 16, 2005; September 21, 2005; September 15, 2006; November 17, 2006; January 22, 2007; February 26, 2007; March 26, 2007; June 8, 2007; May 19, 2008; September 19, 2008; July 17, 2009; September 18, 2009; November 20, 2009; January 27, 2010; March 26, 2010; June 4, 2010; January 28, 2011; March 18, 2011; June 3, 2011; September 16, 2011; November 4, 2011; January 27, 2012; November 16, 2012; January 25, 2013; and February 6, 2013 are to remain confidential. All other Executive Session Minutes have been made available for public inspection.

The motion was approved via unanimous voice vote. Student advisory vote: Yes.

Item #12 – Public Comment

Mr. Barnette requested the Board take this time to hear from the adjunct faculty who has recently joined the meeting. Terry Bruce stated the Board should take time out of the ordinary course of business to hear the public comment. At this time, three adjunct faculty members spoke out regarding issues surrounding the Affordable Care Act (ACA). Part-time Adjunct faculty members are concerned that community colleges will be forced to cut their hours if they are eligible for healthcare coverage under the eligibility requirements of the ACA.

BREAK

Item #13 – Information Items

Item #13.1 – Fiscal Year 2013 Financial Statements

**Item #13.2 – Summary of Capital Projects Approved by the President/ CEO
During Calendar Year 2012**

Item #13.3 – Recognition Status/Update

**Item #13.4 – Workforce Development Grant Report – Business and Industry
Services Fiscal Year 2012**

**Item #13.5 – Illinois Community College System Program Approval Statewide
Summary**

Item #14 – Monetary Award Program White Paper Update

There is no new information at this time.

Item #15 – Executive Session

The Board did not go into Executive Session.

Item #15.1 – Employment/Appointment Matters

Item #15.2 – Review of Executive Session Minutes

Item #16 – Other Business

There was no other business at this time.

Item #17 – Adjournment

Terry Bruce made a motion, which was seconded by Randy Barnette, to adjourn the Board meeting at 11:09a.m.

The motion was approved via voice vote. None opposed. Student member vote: Yea.

Alexi Giannoulas
Board Chairman

Geoffrey Obrzut
President and Chief Executive Officer

Agenda Item #11.2

June 7, 2013

UNAPPROVED

Minutes of the
Presidential Search Committee Meeting of the
Illinois Community College Board

Oakton Community College
Board Room
1600 East Golf Road
Des Plaines, IL

March 22, 2013

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the Presidential Committee minutes of the March 22, 2013 meeting as recorded.

Item #1 – Roll Call and Declaration of Quorum

Chairman Giannoulis called the Committee meeting to order at 11:10 a.m. and asked Ann Knoedler to call roll. The following Committee members were present: Randy Barnette, Terry Bruce, Michael Dorf, Suzanne Morris, Teresa Garate, and Alexi Giannoulis, A quorum was declared. Committee member Jake Rendleman was absent.

Terry Bruce requested the Committee allow Board member Thomas Pulver and Joshua Beneze, Student Board member, to attend the meeting and executive session. The Committee members agreed to allow Thomas Pulver and Joshua Beneze to attend.

Item #2 – Executive Session

Item #2.1 – Employment/Appointment Matters

Suzanne Morris made a motion, which was seconded by Terry Bruce, to approve the following motion:

To enter Executive Session for the purpose of discussing Employment/Appointment Matters, which qualify as acceptable exceptions under Section 2(c) of the Open Meetings Act to hold a closed session.

A roll call vote was taken with the following results:

Randy Barnette	Yea	Teresa Garate	Yea
Terry Bruce	Yea	Suzanne Morris	Yea
Michael Dorf	Yea	Alexi Giannoulis	Yea

Agenda Item #11.2
June 7, 2013

The motion was approved and the Board Committee entered Executive Session at 11:12 a.m.

* * * * *

Terry Bruce made a motion, which was seconded by Randy Barnette, to reconvene Public Session at 12:15 p.m.

A roll call vote was taken with the following results:

Randy Barnette	Yea	Teresa Garate	Yea
Terry Bruce	Yea	Suzanne Morris	Yea
Michael Dorf	Yea	Alexi Giannoulis	Yea

The motion was approved.

Item #3 – Public Comment

There was no public comment at this time.

Item #4 – Adjournment

Teresa Garate made a motion, which was seconded by Randy Barnette, to adjourn the Board meeting at 12:16 p.m.

The motion was approved via voice vote.

Alexi Giannoulis
Board Chairman

Illinois Community College Board

CALENDAR YEAR 2014 BOARD MEETING DATES AND LOCATIONS

The Illinois Community College Board is requested to approve the Board meeting dates and locations for calendar year 2014:

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby approves the Calendar Year 2014 Board Meeting Dates and Locations listed below:

Calendar Year 2014 Board Meeting Dates and Locations

January 24

9:00 a.m. – Harry L. Crisp II Community College Center, Springfield

March 21

9:00 a.m. – Danville Community College, Danville

June*

9:00 a.m. – Exact Location TBA

July

Subject to Call

September 19

9:00 a.m. – Kishwaukee College, Malta

November 21

9:00 a.m. – Harry L. Crisp II Community College Center, Springfield

December

Subject to Call

*June Board meeting is held in conjunction with the ICCTA and Presidents' Council meetings.

Illinois Community College Board

**AUTHORIZATION TO ENTER INTO INTERAGENCY
CONTRACTS/AGREEMENTS**

Each fiscal year the ICCB enters into interagency contracts and agreements for the benefit of the community college system.

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby authorizes its Executive Director or interim agency leader, in concurrence with the ICCB Chair, to enter into interagency contracts/ agreements, as needed for fiscal year 2014.

BACKGROUND

Each fiscal year, the ICCB enters into interagency contracts and grant agreements for the benefit of the community college system. Examples of annual contracts include Adult Education with the U. S Department of Education, Career and Tech Ed agreement with the Illinois State Board of Education, and Workforce Investment Act incentive grants with the Department of Commerce and Economic Opportunities.

Since several of the fiscal year 2014 grants and contracts will be negotiated during June, July, and August this authorization will allow the Executive Director to execute agreements with concurrence of the Board Chair as they are finalized.

Illinois Community College Board

**AUTHORIZATION TO TRANSFER FUNDS
AMONG LINE ITEMS**

Each year, the President/CEO seeks ICCB authorization to transfer funds among appropriated line items, as may be necessary.

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board hereby authorizes its Executive Director to transfer funds among fiscal year 2014 appropriated operating line items, as needed.

BACKGROUND

The State Finance Act allows state agencies, with approval of the Governor's Office of Management and Budget, to transfer up to two percent of the operating budget among appropriated line items, within the same fund. This authorization will allow the Executive Director to transfer funds among the operating lines in the General Revenue Fund. This is the only flexibility the General Assembly allows in an appropriated budget. Transfers exceeding two percent or lines other than agency operations must have General Assembly approval before the funds can be transferred and expended.

Agenda Item #11.7
June 7, 2013

Illinois Community College Board

AUTHORIZATION TO ENTER INTO CONTRACTS

ICCB policy provides for contracts over \$20,000 to be approved by the Board. Contracts under \$20,000 require notification to the Board Chair before execution and those under \$5,000 require no Board approval or notification. At the beginning of each fiscal year, all known contracts are presented to the Board for approval.

RECOMMENDED ACTION

It is recommended that the following motion be adopted:

The Illinois Community College Board approves the following Fiscal Year 2014 contractual agreements:

Funding Source	Contractor	Estimated Amount*	Contract Period	Description
All funds /allocated	IL Community College System Foundation	\$505,585	7/1/13 - 6/30/14	Rental of Office Space
GRF	Southwestern Illinois College	\$485,000	7/1/13 - 6/30/14	East St. Louis Community College Center
GRF	Southern IL Collegiate Common Market (SICCM)	\$961,400	7/1/13 - 6/30/14	East St. Louis Community College Center
GRF	Sorling, Northrup, Hanna, Cullen & Cochran Ltd.	\$190/hr	7/1/2013 - 6/30/14	Legal
GRF	Alternative Schools Network	\$2,930,000	7/1/2013 - 6/30/14	Sole source provider: Re-Enrollment Appropriation
GRF	South Suburban College	\$250,000	7/1/2013 - 6/30/14	Legislative add-on for adult education bridge program
GED/GRF	GED® Testing Services	\$255,000	7/1/13 - 6/30/14	Sole Source Provider: GED® testing in Illinois - includes fees and materials
GED/GRF	Turn-Key Solutions International, Inc.	\$120,00	7/1/13 - 6/30/14	Sole Source Provider: GED® scoring and data submission to feds

Agenda Item #11.7
June 7, 2013

Funding Source	Contractor	Estimated Amount	Contract Period	Description
CTE/GRF	Capital Area Career Center	\$347,000	7/1/13-6/30/14	Specific Legislation to contractor: CTE Nursing Program
CTE/GRF	Career Center of Southern Illinois	\$153,000	7/1/13-6/30/14	Specific Legislation to contractor: CTE Nursing Program
CTE	ISU-IL Center for Specialized Support	\$514,100	7/1/13 - 6/30/14	Program monitoring and staff development
CTE	U of I	\$375,000	7/1/13 - 6/30/14	Administration of Carl Perkins federal grant program.
GED/GRF	Sangamon Co Regional Office of Education	\$745,500	7/1/13 - 6/30/14	Administration for Cook Co GED®
Multiple: federal and state	WIU-Center for Application of Information Technologies	\$523,209	7/1/13 - 6/30/14	Career & Academic Readiness System Hosting of Adult Education data system and I-Pathways and curriculum expansion
Adult Ed	WIU-Central Illinois Adult Education Service Center	\$371,520	7/1/13 - 6/30/14	Staff Development, as required by federal grant
Adult Ed	WIU-Curriculum Publishers Clearinghouse	\$115,425	7/1/13 - 6/30/14	Adult Education instructional materials
Adult Ed	Adult Learning Resource Center	\$689,600	7/1/13 – 6/30/14	Staff Development, as required by federal grant
Adult Ed/Gates	SIU-E Southern IL Professional Development Center	\$739,600	7/1/13 - 6/30/14	Accelerating Opportunity and Adult Education-professional development
Gates	Kathy Pampe	\$50.00/hr	7/1/13 - 6/30/14	Project Manager for Accelerating Opportunity –low bid contractor

* Amounts are estimated based on the Fiscal Year 2013 appropriation or obligations. Amounts may vary from the estimate. Any contract that exceeds 5 percent of the estimate will be brought back to the Board for approval.

Illinois Community College Board

**ILLINOIS COMMUNITY COLLEGE SYSTEM AFRICAN AMERICAN
EMPLOYMENT PLAN SURVEY RESULTS – FISCAL YEAR 2012;
THE ILLINOIS COMMUNITY COLLEGE SYSTEM HISPANIC/LATINO
EMPLOYMENT PLAN SURVEY RESULTS– FISCAL YEAR 2012;
AND THE ILLINOIS COMMUNITY COLLEGE SYSTEM ASIAN AMERICAN
EMPLOYMENT PLAN SURVEY RESULTS – FISCAL YEAR 2012**

This is the third year that community colleges and public universities have participated in the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>) and the *Hispanic Employment Plan Survey and the Bilingual Needs and Bilingual Pay Survey* (SB 387/P.A. 96-1286 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1286&GA=96>). This is the first year for the *Asian American Employment Plan Survey* (HB4510/P.A. 97-0856 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=097-0856&GA=97>).

The legislation requires that each community college provide an annual assessment of allocations, strategies, and progress in the hiring and promotion of African American, Hispanic, and Asian American persons at supervisory, technical, professional and managerial levels. Within each report, each community college provided all results or plans of any studies or surveys it has undertaken to monitor success concerning the number of minority staff employed by the institution. Using U.S. Census data to capture overall minority population in the district, Illinois community colleges report on the utilization of minorities in specific employment classifications. Overall in the Illinois Community College System, utilization of minority staff is slightly less than the demographic district ratio of the minority (African American = -2.9 percent; Hispanic/Latino = -8.4 percent; and Asian American = -1.8 percent).

Faculty, staff, administrators, and board members at each community college accept the responsibility of meeting the needs and demands of the area community and their constituents. To thrive in the competitive higher education marketplace, community colleges have adopted a strong customer and community focus. Hence, the colleges continue striving to reflect the communities in which they are located. In Fiscal Year 2012, Minority faculty and staff accounted for 17.1 percent of tenured faculty/officials and managers, 14.9 percent of non-tenured faculty, 23.7 percent of professional staff/protective service workers, 27.3 percent of office and clerical/para-professionals, and 39.6 percent of service maintenance employees (see table below).

Agenda Item #12.3

June 7, 2013

<i>Fiscal Year 2012 Minority Faculty and Staff in Illinois Community Colleges</i>						
	Tenured Faculty/ Officials & Managers	Non-tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Paraprofessionals	Service Maintenance	Other
African American % Number	9.8% 581*	7.8% 1,420*	13.7% 1,332	14.4% 720	23.4% 707	4.2% 1
Latino % Number	3.5% 206	3.3% 597*	6.4% 619	9.8% 490	14.6% 441	0.0% 0
Asian % Number	3.4% 205*	3.4% 614*	3.1% 297	2.6% 129	1.0% 29	4.2% 1
Native American % Number	0.3% 15	0.3% 56	0.3% 34	0.4% 19	0.5% 14	0.0% 0
Non-Resident Alien % Number	0.1% 4	0.1% 18	0.0% 2	0.0% 0	0.0% 1	0.0% 0
Pacific Islander % Number	0.1% 3	0.1% 16	0.2% 16	0.1% 6	0.1% 3	0.0% 0
Minority Subtotal % Number	17.1% 1,014*	14.9% 2,721*	23.7% 2,300	27.3% 1,364	39.6% 1,195	8.3% 2

*includes revised college figures

SOURCE OF DATA: Annual Faculty, Staff, and Salary (C3) Submissions

The detailed ICCB Employment Plan Reports for Hispanic/Latinos, African Americans, and Asian Americans and related ICCB Underrepresented Groups Reports can be found at: <http://www.iccb.org/reports.access.html>

[FY12 Illinois Community College System Hispanic/Latino Employment Plan Report](http://www.iccb.org/pdf/reports/ICCS_HispanicLatinoReport_032713.pdf)
http://www.iccb.org/pdf/reports/ICCS_HispanicLatinoReport_032713.pdf

[FY12 Illinois Community College System African American Employment Plan Report](http://www.iccb.org/pdf/reports/ICCS_AfricanAmericanReport_032713.pdf)
http://www.iccb.org/pdf/reports/ICCS_AfricanAmericanReport_032713.pdf

[FY12 Illinois Community College System Asian American Employment Plan Report](http://www.iccb.org/pdf/reports/ICCS_AsianAmericanReport_032713.pdf)
http://www.iccb.org/pdf/reports/ICCS_AsianAmericanReport_032713.pdf