

BOARD OF TRUSTEES PLANNING RETREAT MINUTES
Wednesday, January 22, 2020, 10:00 a.m. – 4 p.m.
Canton Campus, Engle Conference Center, Room A
Canton, Illinois

Present: John Biernbaum, Linda Butler, Jerry Cremer, Kevin Meade, Dave Maguire, Phil Murphy, Kent Schleich, and Molly Linder. Also present were President Curt Oldfield, Brett Stoller, Brad O'Brien, Missy Wilkinson, Holly Norton, and Julie Hampton.

Time: 10:09 a.m.

President Oldfield welcomed everyone to the Retreat. Coffee and fruit are available and he encouraged those in attendance to help themselves at any time. He said we will also have some student athletes that will be here around 12:15 and will have tickets for the upcoming Casino Night if anyone is interested in purchasing tickets. Casino Night is scheduled for Saturday, February 1 in the Multipurpose Building at 6 p.m. President Oldfield said that for today, lunch will be delivered around 11:30 as well. The Strategic Plan is on the agenda as a discussion, so President Oldfield said it is his hope to discuss the planning for the upcoming Strategic Plan and goals for the next three years starting in 2021. He will continue with these discussions with employees on Professional Development Day. President Oldfield also has examples of Presidential evaluation instruments for the Trustees to review.

- Student Services Updates
 - Fall Enrollment/Retention
 - New student organization initiatives
 - Trio Grant Application

Missy presented the following report:

Missy presented Fall to Spring Retention numbers for full and part-time students. Missy reported that we are on the right trend with retention. The biggest area for improvement in retention is the 18-21 age group. Mr. Meade asked about how this compares to other institutions. Missy said we have always been above the reported information through IPEDS. Missy also reported improvements in our fall to spring part-time retention. Mr. Murphy asked if some of those could be students taking a class with a special interest. Missy said certainly. Mr. Biernbaum asked who is not retained. Missy said in the 31-40 age group and then also males. Mr. Biernbaum asked about males and why. Missy said that is a great question that is being discussed. Missy also reported on Spring 2020 enrollment, and as of yesterday, we are up 3.55%. We are down just a little bit in part-time numbers. Credit hours are ahead of last year, and up 3.57%. These are just our credit hours and does not include adult education. Mr. Schleich said this is spring to spring? Missy said yes. President Oldfield said this is a huge success! Kudos to Missy and her staff, Marketing, and all who are helping with this success. Missy said we are seeing increases in dual credit, the 18-21 age group, and first time freshmen are also showing an increase. The area where we are seeing somewhat of a decline is transfers from other institutions to us. Mr. Maguire asked about faculty involvement with retention. Missy said we have some great faculty involvement, especially in the CTE area. We also have transfer faculty who visit high schools with our recruiters as well. Holly Norton commented that we have been working with faculty on the retention issues as well. We have a referral system, and we have faculty who are contacting students. Follow up is also key. We are also showing the successes of our students. We had a 35-40% increase last fall in the number of referrals. President Oldfield said we are seeing faculty playing an even greater role in identifying students for referrals earlier to address this. Mr. Maguire said historically that is a change in ideology over the last 10-15 years. President Oldfield said that is a shift from a right-to-fail to a right-to-succeed philosophy. Mr. Cremer said he sees a commercial on TV out of Quincy with students. Is there any feedback from that? Missy said she isn't aware of specific feedback on that commercial. President Oldfield said he has received feedback on the huge increase in the amount of commercials. Mr. Biernbaum said TV is good for old people where social media is better for younger people. President Oldfield said that is something that will need to be discussed with the Strategic Plan. The shift causes us to address how

we market. We do see that parents are still influential when it comes to the traditional student choosing where to go. Holly said Marketing also does advertising on Pandora, etc.

Missy also shared fall initiatives: E-Sports and the TRiO grant application. Missy reported that we will be soon looking for a coach for E-Sports, and we are excited to see what type of participation we get. Mr. Biernbaum asked about an arena for the students. Missy said we have dedicated space. President Oldfield said one of the issues we talked about was in the Cafeteria area to rework the space this summer and open the area where we currently have ping pong and pool tables. Brett said that space will have a few more walls and be reconfigured to make an arena work. It will have at least 3 monitors on the walls and then also 12 stations for players. There is plenty of space for that. President Oldfield said Heartland's Board approved them to go from intramural to an NJCAA sport. Missy said our first year will be intramural. Mr. Biernbaum suggested having students involved and use their feedback early. He said he is in full support of E-Sports. Mr. Meade said as we are building this he hopes that we will have opportunities for future sports and scholarships for students. President Oldfield said we will try to phase ourselves in to this. IHSA has also listed this as an emerging sport. President Oldfield said there will be ongoing expenses associated with this. Mr. Biernbaum said he thinks it's worth it.

Missy also reported on the TRiO grant application for our next cycle. We will still have the Macomb location but we are also writing for it to be in Canton. We would have one director and use existing staff for advisors, and the budget is set. Mrs. Butler said we have been successful and asked about the funding. Missy said she is very optimistic about the funding. In Macomb, it is becoming more and more difficult to meet the 140 that would be qualifying. We need to do somethings just a little differently there. Mrs. Butler said this grant rewards successful programs. Missy said absolutely. Jill Olson has been working with a consultant and also IT. This will be submitted sometime this week. Unfortunately, we won't hear until sometime this summer. We have some plans for changes in the advising area that will be adjusted during construction over the summer.

President Oldfield congratulated Brett, Missy, Brad, and Holly on the successes for this spring's semester.

- Budget/Facilities

- Bond Review (update) – Brett provided the Trustees with a bond review. Brett reviewed the Bond Schedule as of January 1, 2020. He also reviewed the Assessed Valuation – 2018 Levy, the Debt Limit – 2.875% of EAV, Bond Indebtedness as of June 30, 2020, and the Legal Debt Margin. He reported that our next bond issue could be in the next couple of years for a Technology Bond. President Oldfield said as taxes come in this year, the Legal Debt Margin will go up. Brett said when we receive the 2019 taxes, we will pay off \$1.7 million. Mr. Maguire said based on previous discussions, we are looking at a major project for an issue when? President Oldfield said all of the HVAC projects have been bonded. Brett said the next bond for sure is the Technology Bond in a couple of years and also the building for Macomb East. Mr. Maguire asked about the date for the Tech Bond. Brett said in two years and that won't impact the levy rate. This time in 2022 could be the tech bond and other projects. Brett said we have received notification of approval for the Macomb East Parking Lot. He said that is a CDB project, and the plan is that we will be doing the work with CDB and go out for bid next October with parking lot work in 2021. Mr. Maguire asked if there are other projects to be wrapped in. He said that could be discussed later in the agenda. Brett said in talking with Raj and President Oldfield about the Tech Bond, he thinks we may need to move it back to three years and bump up the amount some. The next time we go out for a Tech Bond it will probably be a three year and near \$900,000. Mr. Biernbaum asked about the bond debt. Brett said with interest we are at \$21.5 million with interest. President Oldfield said the ultimate goal is to get the first three columns paid off and then be ready for Macomb East. Mr. Murphy asked about the share for Macomb East. President Oldfield said the most recent projects have been 65/35, so that will be interesting to see what happens. President Oldfield said he feels you would want to plan for \$16 million to build out with \$6 million from the State, so that leaves \$10 million for additional State funds and/or fundraising. Mr. Biernbaum asked if the \$16 million includes

planning. President Oldfield said yes based on the estimate for the build out. Mrs. Butler said all in all we are in a really good position except for emergencies. President Oldfield said we also have \$3.5 million in reserves. Yes, currently schedule-wise, we are in good shape. Mr. Murphy and Mrs. Butler commented on the improvements from the last two summers and the upgrades to the facilities and how appealing the changes are. Mr. Cremer said construction costs will also continue to increase.

- Expenses (update and discussion) –
Brett presented the Financial Review to the Trustees. He reviewed State Payment Delinquencies and reported that the State has been on track with payments, which is a nice improvement. He reviewed a comparison of payments over the last 9 years. Brett also reviewed a Revenue and Expense Comparison. We have received 83% of revenue for this year which is ahead of last year. We have spent 46% of our budget for this year. We do have a balanced budget but when you look at the revenues versus expenses, the \$200,000 is the Tech Bond. Brett also reviewed the breakdown of the sources of revenue comparison to last year. Brett also reviewed the Operating Expense Comparison FY2019 to FY2020. We are showing savings on utilities with the facility improvements in Canton. Mr. Meade asked about conference and meetings. Brett said a lot of those are in the spring but also we are looking at where we are for approving those. Brett reviewed the Operating Funds – Balance Sheet as of December 31, 2019. Brett also reviewed investments. He addressed the following funds: Education, Education Reserve, Secondary Education Fund Reserve, Education Fund (Tech Bond), Facilities Reserves, Maintenance Restricted, Auxiliary Services Fund, and Liability Fund. Mr. Maguire asked about a comparison to a year ago. Brett said we are probably down in investments because we spent funds out of investments to complete Engle.
- Tuition and fees (discussion) –
President Oldfield reminded the Trustees that these are projections, and action will be on the February agenda for consideration. Brett reviewed the FY21 Projected Budget. He said what we are sure of are taxes, EAV growth, ICCB funding. This year we plan to receive \$1.2 million. Brett said he hasn't heard anything definite, but he is hearing to expect level funding. Our Personal Property Replacement Taxes are projected to increase. Mr. Murphy asked about when the power plant closings will come in to play. President Oldfield said that would be with the taxes in 2021. We may see this fall with the tax levy that impact. Vistra has put out on the table a 3 year timeframe for the reductions. President Oldfield updated the Trustees on the power plant impacts for Mason and Fulton counties. We will see an approximate \$300,000 total loss from the loss of those taxes. We will need to be addressing that. Mr. Murphy said that is important to know because it could impact tuition. President Oldfield agreed, and he said we are trying to spread the impact over five years. Each budget could absorb that difference. Mrs. Butler said her thought in looking at this review is that for the first time in a long time the Board could consider not raising tuition. Brett also reviewed the assumptions for enrollment, taxes, ICCB funds, Salaries, Insurances, and Expenses with the Trustees. Brett reviewed the expense side, and he has budgeted for 3%. He is also factoring in the new minimum wage. He said if the Trustees approved a 0% tuition increase across the Board that would be the first time in 25 years. Mr. Murphy asked about basketball waivers and if that would be a cost of those are for people who would not have been here. Brett said because we waive that, we consider that an expense. President Oldfield said it could be doable to recommend 0% increases for tuition at the February meeting. Mrs. Butler said Brett has done a great job making the College and the Board look good. President Oldfield said this will be something that we will want to celebrate. Brett said we are cutting and reducing expenses again in order to be able to offer that. Brett provided and reviewed the Historical Tuition and Fees with the Trustees.
- Negotiation timeline (update) –
President Oldfield updated the Board and said this is a year for negotiations with Classified Staff. Bargaining will probably begin in March, and we will use Interest Based Bargaining this year. We started in this current contract making minimum wage adjustments, so we won't have the full absorption for that. As we make moves going forward, we have had initial moves. Faculty negotiations would start after the first of the year (January 2021).

- Board Travel Budget (update) – President Oldfield reviewed the Board’s Budget that also includes travel. Mrs. Butler asked about requirements for education and a process in place to keep expenses low and if there is anything that needs to be recognized. President Oldfield said in the next budget year, the ACCT conference will be in Chicago, and would be an opportunity for more Trustees to attend a national conference. It will be held in the fall. The Board will take action in March that could include an increase for the travel budget line.

Lunch break – John Bassett, Athletic Director, student athletes were present and told the Trustees about Casino Night that is scheduled for Saturday, February 1.

- Facilities update (update) – Brett reviewed the Potential Facilities Project list with the Trustees. He included estimated costs, timing, and funding sources. He reviewed the Macomb Campus roof replacement project. Using Google Maps, Brett was able to show the Trustees the Macomb Campus building and the area of the roof that is scheduled to be replaced. That project will be completed this summer. The Centers HVAC and Lights project will be completed this summer. We will also be doing the Chemistry Lab and use Life Health Safety funds. We will also be doing some tuck pointing at the Canton Campus this summer. Brett reported that on both staircases between Engle and Centers and Centers and Taylor where we will be replacing windows and also do tuck point around the windows. The bus garage will be completed this summer and be completed using leftover bond funds. The Macomb East parking lot has been shifted to next summer (2021) because of it being a CDB project. The summer of 2021 is scheduled for the renovation of T205. Brett said we were also recently asked by the State for emergency projects, and we have identified a project to replace the lower VoTec rooftop unit. Brett said it would be geothermal, and we would go from one rooftop to four smaller units to better control the temperatures in those areas and classrooms. The cost would be \$175,000. A second project was identified after working with BLDD. The parking lots in Canton have been identified as a project. That came in at roughly a little over \$1.4 million. President Oldfield said ICCB has been told by legislators to develop an emergency funding list. We wanted to identify a small and a large project for at list. The emergency projects would require matches as well. Mrs. Butler asked if we could do VoTec HVAC with Life Health Safety funds. President Oldfield said if it included ventilation revisions. Right not the project is just for heating and cooling. Brett said the remaining big project is the completion of Macomb East. President Oldfield said we do have facility issues in Macomb that aren’t on the list because the thought is that we are moving towards the completion of Macomb East. If the Board said those projects are a priority, we will need to get estimates in order to address those projects. Mr. Maguire commented that in 2009 when we did Macomb Outreach, Havana, and Rushville, and now are there any issues that need to be addressed with those facilities. President Oldfield said there are some guttering issues that need to be addressed at the Rushville Center. The addition of the parking lot lights was an improvement. We did change the IVS room location at the Rushville Center in order to have more space. Brett said Bob Haile has handled some HVAC issues, but there haven’t been large issues. A discussion followed about the Canton Campus parking lot project. Brett said another project that is not on here but is a project of discussion is solar. He has talked to CTS about solar, and he showed an aerial view of the Canton Campus and potential solar panel locations on campus as suggested by Eagle Point Solar. Brett showed an alternate location on the Canton Campus as well. Since we are a public entity, there is a power purchase agency that will fund everything and we get the power and they get the tax credits. That is something that could be considered in the future. The panels showed and proposed could nearly offset 100% of our power. Mrs. Butler asked if we have this option on campus could this lead to instructional opportunities. President Oldfield said Eagle Point said they could replicate a smaller unit for instructional use as a part of an agreement. Mr. Maguire said on the audit that we received this year they mentioned something about power and our data operation. There was a recommendation from the auditors. President Oldfield asked if that was in the management letter. President Oldfield said these are early discussions about solar. Brett has been in discussions with Eagle Point. Mr. Maguire asked if it would involve any capital outlay. President Oldfield said the only thing he is aware of is we would be in a 25 year lease with

first right of ownership after the lease. Mrs. Butler asked if they pay so much per acre. President Oldfield said either per are or per kilowatt. Access to the location would support traffic from contractors. Mr. Meade asked if there are opportunities for solar for Macomb East. President Oldfield said it would have to be rooftop. Mr. Maguire asked if we would pursue this. President Oldfield said the ball is in Eagle Point's court, and the state tax incentives are dwindling away, so they would have to act fast. President Oldfield asked if any of the Trustees had any objections to solar. No Trustee voiced an objection. A contract would require Board approval.

Mr. Maguire commented on the question of what the Board wants to do about Macomb Johnson and Macomb East. President Oldfield said it is an important question for the Board to consider. There are projects to complete if we were staying at the Johnson Street location longer. We need to know the Board's comfort with that location. Mrs. Butler said we need to move to the position that we are not going to stay there long term and any funds invested in that site would not be recouped. Mr. Murphy said he would like to see a timetable for occupancy of the East Jackson site with sub-goals every few years. Mr. Schleich asked for input. Mr. Biernbaum said he agrees with Linda's statement. Mr. Murphy said incremental goals with an end goal would be good. Brett said a big part of that is with the Foundation and fundraising. President Oldfield said that is a part of the Strategic Plan. Mr. Murphy said he agrees and if you look at 7 years, we would be in a good position with bonds. President Oldfield said the Foundation will be necessary for furnishings, etc. Setting the Foundation a goal is very important. Mrs. Butler agreed and said completing that while relying 100% on bonding is not reality. Mr. Maguire said as far as the Johnson Street property, we need to protect the investment. President Oldfield said ongoing maintenance issues will be addressed. Mr. Murphy asked about interest in that building. President Oldfield said at one time there was interest by the school district, but now that isn't the case. Mr. Maguire said we have discussions with county government as well. President Oldfield talked with the former McDonough County board chair about the county moving nonessential court house functions there and making it a civic center for offices and government. Mrs. Butler said we had discussed that several times but that was quite some time ago. President Oldfield said it is clear to him to maintain the Johnson Street location and keep it as functional as possible without too much of an investment. Mrs. Butler said for it to also meet faculty, staff, and student needs. President Oldfield said we will proceed with that. President Oldfield said he heard Mr. Murphy recommending a strategic plan exit strategy from Johnson Street. He asked Brett to work with Holly Norton on what a plan might look like. Mr. Murphy said he isn't really excited about how much the Foundation could raise. With the economy in our area and the large fundraiser in Macomb, Mr. Murphy would like to proceed without reliance on the Foundation. President Oldfield said he feels there is a need for the Foundation to have the fundraising as a goal as a part of the Strategic Plan. Brett said he doesn't feel we will get more State funds. President Oldfield said between the State and the Foundation, we pursue Macomb East. We have never done a large campaign in Macomb, and it's time for the Foundation to do that. Mr. Maguire said the funds are in Macomb for such a fundraiser. President Oldfield said we have three high profile board members from Macomb. Mr. Mede said it does help to have the parking lot done on the side because it shows the commitment to the investment in that facility. Mr. Biernbaum said it could be helpful to get a schematic of it. Mr. Murphy said we do have that. President Oldfield said we need some updates, but we do have that. President Oldfield said there are some changes and adjustments that we would like to make to that new facility.

- Strategic Plan Discussion (discussion)

President Oldfield said he would like to talk with the Board and audience and Julie about the needs the College is facing in the future. Where do you see the needs from a student's perspective/community perspective? He wants to conduct a SWOT analysis and be more of a needs, barriers, goals, and solutions process. If we have a bigger list of needs that helps us get to the solutions. This is similar to what we do in Interest Based Bargaining. He wants us to think about needs of our community or area. Consider needs from a student's perspective, a community perspective, and program perspective. How can the College fill those needs? An example is the earlier discussions about solar. PO said we have a need to address student food insecurity.

PO asked the trustees to consider needs, barriers, and goals. The Trustees shared the following needs:

Mr. Maguire said the big one that stands out is how students communicate, learn, and access education. Mr. Biernbaum said educational delivery.

Mr. Biernbaum said technology. A robust Technology foundation, in and out of the classroom. Mrs. Butler said that was on her list as well. That is where the future is, and we need to push for rural internet access. We need to have the most up-to-date access.

Mr. Maguire said expanded online education. President Oldfield clarified delivery. Mr. Biernbaum said online delivery is on his list. President Oldfield said where we see needs.

Mr. Maguire said access to technology is an issue. Mr. Meade said access to devices that are accessible. Missy Wilkinson said we do have areas on Campus where access is spotty.

Mrs. Butler said the divide between high school and college readiness.

Mr. Murphy said senior care. Can we prepare students for work in that area? Mrs. Butler said the issue is Illinois' funding of the care. Illinois is the number one state with nursing home closings.

Mr. Murphy also suggested social work. President Oldfield said field social workers is a need as well, especially in rural areas.

Mr. Murphy said the medical field is wide open and will keep growing.

Mr. Meade said dual credit will continue to grow. With the political scene where a great number of presidential candidates are saying free college, you remove affordability. If that comes about, how does that impact us and what and how we deliver? President Oldfield said in Illinois they are pushing the U of I to deliver free college. That free college has become a four year proposition. Mr. Meade said not duplicating what other people are doing is key. Technology proof careers.

Mr. Biernbaum said mental health. It is a serious issue at four year schools.

Mr. Maguire said financial costs and no debt.

Mr. Murphy said the dropout rate and poverty rate. How do we get people back for training? Services for the 18-30 year old group, food security, poverty, GED issues, mental health.

President Oldfield said he and Brad O'Brien visited Natures Grace and Wellness, and we are discussing curriculum for consideration for cultivation. Mr. Meade suggested conversations with Bud Grieves. President Oldfield said we have been focusing more on the recreational cannabis.

Mr. Schleich said Ag. He feels there are needs for qualifications in certain aspects in Ag in our communities.

President Oldfield said he has been spending a lot of time in Havana, and they are trying to draw people from larger metropolitan areas. There are shopping opportunities, bed and breakfast opportunities, and tourism opportunities. That is right in our back yard and in our district.

Mr. Maguire said who is going to service the trade programs? Plumbers? Electricians? Mrs. Butler added we need to find a way to address acceptance of career and technology.

Mrs. Butler said since we have our new facility and growing extracurricular activities, we should use those as magnets and selling points. It changes how people look at this college.

Ms. Linder said building arts programs. Foreign languages. Music. The theatre department could be expanded. President Oldfield said there have been discussions as well about bands.

Mr. Cremer said technology and the service industry in terms of technicians.

Brad O'Brien said vocational training in Macomb is a large need. We have a ripe audience there, and we need the space. Brad also said we need to reevaluate what we are doing with grant research and writing. Vocational support from the Foundation.

Mrs. Butler said alumni support.

Mr. Biernbaum said how we recruit.

Mrs. Butler said our district has some barriers which include large a geographic area with very small communities. Other districts have very large communities and a small geographic area.

Mr. Maguire said K-12 systems seem to still be a barrier for us to work with, and they don't see the benefit of moving a student to a community college. Mr. Maguire also asked if we are always locked in the 6 week, 16 week education mode. Mr. Biernbaum asked if that is us or HLC. President Oldfield said that would be more ICCB.

Holly Norton said technology for high schools and become that resource or support for high schools to offer classes to each other. SRC to facilitate their ability to offer classes from high school to high school.

Holly Norton said the college experience in Macomb. Macomb has lost several students to Canton because of The Villas and athletics. She is looking at that with the addition of E-Sports. President Oldfield said he has that concern as well.

Mr. Biernbaum said what is the role of athletics moving forward?

Mr. Murphy asked about vocational classes and availability. President Oldfield said he thinks we will see a point in time where we will move towards community colleges being an area vocational center. He wonders if that is what Brad is envisions for Macomb. Brad said on this side of the district Canton High School is interested in working with us especially now on the Manufacturing certificate. They are reaching out to the smaller schools to coordinate that function to bring those students in.

Brett Stoller said Macomb East and the build out. He said like what Missy had said with the expansion of athletics looking for scholarships for the high schools.

Mr. Meade said grants and funding sources are needed. How do we use the arboretum better? Years ago we discussed in the education field having super star teachers and these classes having massive classes on line. We haven't seen that. Do we have the capability of growing online education with dynamic personalities that would draw to those online classes? President Oldfield said that is along the line of Con Academy. There are like six minutes that are about just about everything. It used to be one guy doing this, and he recruited other great teachers to do this. Mr. Meade said are there ways to expand online offerings based on the quality of who is teaching it. He also suggested some type of exchange program. Do we have the capability of having an exchange program with another educational facility? A study abroad program.

Mr. Maguire said to market an SRC/WIU degree. We have the pieces in place to market that. President Oldfield said he and Dr. Abraham have talked about that type of concept.

Mr. Schleich said about two years ago he mentioned international students and lowering tuition for international students to the in-district rate.

President Oldfield offered external funding through the foundation for private donors, partnerships to address barriers for students – food, housing, create more of a variety of employment opportunities in the district with moderate incomes, professional development for faculty to integrate technology, develop more technology career programs, international students. Now that we have housing opportunities there are programs that we can find that match up to other countries that are partners with the US. Ag is an example of that.

Mrs. Butler said she had one other item and that is to develop methods to find and develop employees for succession. We have been very successful with what we have, but as this economy shows it is harder and harder to find good employees and compete.

Holly Norton said safety of employees and students.

Mrs. Butler said along the line of student life in Macomb, the discussion about creating an arena for gaming. In Macomb the obstacle would be to find dedicated space, but it would be big in Macomb.

Ms. Linder said PEEPS was rejected for a dishwasher idea on the Canton Campus, but are we thinking of more ecofriendly options at the college. Mr. Biernbaum said you could add solar to that, too. Molly also said SGA was planning on having a dance later this semester.

Mr. Cremer asked about the food insecurity issue. President Oldfield said we do have food pantries at the Macomb and Canton campuses for students. Other schools who have had similar options have seen very few issues. President Oldfield said we partner in Canton with the Baptist Church and St. Mary's food pantries. We have also had someone on campus regarding SNAP benefits. We are now also finding issues with personal care needs. Holly said learning supplies are needed as well. Mr. Cremer asked if that was a family or student need. President Oldfield said both.

President Oldfield asked the Trustees for goals.

Mr. Biernbaum said occupancy of Macomb East. Mr. Biernbaum also said how the Foundation can help to achieve that occupancy.

Mr. Murphy said enrollments and retention.

Mrs. Butler said stronger technology program. She said we need to look at our PR program and our methods and how we reach out to attract students at every age. Mr. Biernbaum said we need to be strategic.

President Oldfield said the ideal is to get three to five big goals for the Strategic Plan. We now have Student Success, Utilization of Resources, and Community Partnerships. Mrs. Butler said if we keep community outreach, we talked about high schools and some of our broad goals are still there but with new objectives.

Mr. Schleich said a lot of this comes under people resources – the right faculty in areas where we are weak. The right people working with alumni.

Mr. Meade said historically the grant writer paid for itself. If there is an opportunity to get someone to self-fund and get more grants for SRC, that would work.

Mr. Biernbaum said now is a good time to put some smart people together in a group to investigate educational offerings in the future and delivery systems.

President Oldfield asked about any big goals that we may not have considered. Ms. Linder talked about ecofriendly. Do we want to work that in a goal as a part of one of our resources? Mrs. Butler asked if that is under facilities or broader and under several goals. PO said it could be under a resources category.

Mr. Maguire said the accomplishment side is important as well. A credential of some kind.

Mr. Biernbaum said define ourselves. What is SRC?

President Oldfield said in July the Board will discuss some solutions in order to get to the Plan. That timeframe will allow us to finalize this fall.

Mr. Meade offered the goal to stay financial viable.

Mr. Maguire said innovative delivery.

Mr. Murphy said staffing. President Oldfield said diversity of our staffing as well.

Mrs. Butler said diversity with foreign students and our lack of diversity in both faculty and staff and a potential language barrier.

President Oldfield thanked the Trustees and staff for input. He said he and Julie will put the lists together. Mr. Schleich complimented the Board for their topics and ideas. It is his impression that this is what a Retreat is supposed to do, and he thanked President Oldfield for leading the discussions.

- Board Policy review and planning (discussion)
 - Board Policies – review and recommendations for updates. President Oldfield led the review and explained that Julie found one area that needed updated. On the Board Planning cycle, we need to add to July the “Risk Management Plan and Approval.” We will also need to add the Sexual Harassment Training for the Trustees in July as well. That policy will be on the agenda for the July Retreat for review. President Oldfield said the question that we are waiting on for Title IX Sexual Harassment training meets the Department of Health and Human Services criteria. President Oldfield anticipates that what we cover will be covered in the State Rules and Regulations. Mr. Maguire said he thought there was an update in the Ethics section that starts on Page 12. President Oldfield said we will check on that, and he thought there was an update in the Gift Ban portion. Mr. Maguire said we also need to look at the Prohibitive Political Activities on Page 15.
- Legislative Update (discussion) – President Oldfield said three things will be an issue, and the first is funding. Secondly, pensions and discussions about changes and employer contributions is coming. The community college insurance program is an area that we need to keep an eye on as well. President Oldfield said the other legislative issue to be aware of is continued scrutiny of executive compensation. Mr. Maguire said property taxes are also on the radar. President Oldfield said that’s what he referenced earlier with the power plants.
- Canton/Cuba Blacktop Sign (discussion) – President Oldfield reported that the Foundation has this listed as a priority to address. Mr. Murphy said not the entire Foundation. President Oldfield said the Board did adopt it, and there is one main champion. President Oldfield feels that if they can raise the funds solely on themselves, the Board gives the authority with no college funds but Colin Davis’ staff time over a short duration of time and also do the work on the easements. Mrs. Butler asked about utilities costs, maintenance costs. President Oldfield said that would be in his recommendation. Mr. Murphy said the issue is the last cost estimate is significant. Mr. Biernbaum

asked if we really want Colin to go out and rise \$50,000 for a sign when there are greater needs. A discussion followed. A discussion was also held about insurance if a sign was put at that location. It was suggested that the Foundation cover the cost of the sign as well as utilities and maintenance of the location. Mrs. Butler agreed that there could be better use of those funds. A discussion followed about Foundation goals. It was the consensus of the Board to have President Oldfield communicate to the Foundation that the College supports the sign as long as the Foundation provides 100% of the funding as well as the utilities and maintenance of the location.

- Presidential Evaluation Instrument (discussion) – President Oldfield said the last time the President’s evaluation as conducted there was discussion about the instrument that is used. He distributed samples of other instruments for the Board to review. He said he is not endorsing any of the instruments but is providing resources. Mr. Schleich said he has also requested a copy of an instrument that he will provide to the trustees to review. President Oldfield reminded the Board of the timeline for his evaluation. Mrs. Butler said the timeline for review of instruments would be most beneficial if it was by the February Board Meeting. She asked if suggestions for changes should be sent to Julie or Curt. President Oldfield said yes. Mr. Murphy asked if we are looking at format or questions or both. President Oldfield said more content.
- Other
President Oldfield thanked everyone for scheduling their day for this day retreat for the Trustees. He said he appreciates the conversation and insight. M. Schleich said he agrees with everything that President Oldfield just said and appreciates the work of everyone today.
- CLOSED SESSION: In accordance with the Illinois Open Meetings Act, Section 102/2 (c), the Board of Trustees will adjourn to Closed Session for the purpose(s) of (1) the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity

Mr. Schleich said there was not a need for Closed Session.

The Retreat ended at 4:04 p.m.

Mr. Kent Schleich, Chair

Date

Mr. Phillip Murphy, Secretary