

Academic Affairs

Academic Affairs Transitions, New Additions and Success for 2019-2020

Interim Dean of Humanities – Dr. Bruce Busby: Dr. Bruce Busby was recently appointed as the Interim Dean of Humanities, effective July 1, on a one-year contract.

Dr. Busby has had a distinguished career in higher education. He holds M.A. and Ph.D. degrees in English from the University of Tennessee, Knoxville, Tennessee. He comes to us from Ohio, after having successfully completed three tours of post-retirement assignments. He has served as Interim Dean of Arts, Humanities & Social Sciences at the Community College of Rhode Island; Interim Vice President for Academic Affairs & Dean of Curriculum at Halifax Community College in Weldon, North Carolina and Associate Provost for Student Success & Dean of University College, St. Cloud State University, St. Cloud, Minnesota. As a scholar, Dr. Busby served as the editor of the *Journal of Continuing Higher Education*; and editor-in-chief of the *Journal Committed to Social Change on Race and Ethnicity*. Dr. Busby has devoted his entire professional career, which spans over 40 years to promoting excellence in teaching, learning and scholarship in higher education including experiences at both two-year and four-year institutions.

Interim Dean of Agriculture and Industrial Technologies – Steve Flinn: Steve Flinn, a professor and coordinator of the industrial electrical technology program, has been appointed Interim Dean of the Agricultural and Industrial Technologies (AIT) Department effective July 1, on a one-year contract.

The AIT Dean's position became vacant with the recent appointment of Dean Stacy Gehrig as the new Curriculum, Scheduling and Assessment Officer of the College.

For the past 18 years, Steve has served the College primarily as a full-time faculty with a reputation for being a caring and student-centered instructor, dedicated to supporting and challenging students to excel both academically and professionally.

In addition, Steve has earned the respect and trust of his colleagues as a consummate listener, team player, collaborator, forward thinker, and ethical leader. As a discipline coordinator, Steve has built an extensive network of stakeholders including local and regional business and community leadership that has culminated in both learning and employment opportunities for students.

Interim Dean of Business, Legal and Information Systems – Michelle Weghorst:

Michelle Weghorst has been appointed Interim Dean of the Business, Legal and Information Systems Department for the 2019-2020 academic year effective July 15, on a one-year contract.

The Dean's position became vacant when Dean Julie Howar was appointed the Dean of Corporate and Community Education in the Workforce Development Division. Currently, Michelle serves as the Coordinator for Public Services programs (including Paralegal Studies and Criminal Justice). In addition to serving as an adjunct faculty in both Paralegal Studies and Criminal Justice, Michelle is a member of the Assessment of Student Learning Joint Advisory Committee, and has also served on the Scholarship Selection Committee, among others.

Michelle holds a Master of Arts degree in Legal Studies from the University of Illinois, Springfield, Illinois; Paralegal Certificate from the American Institute for Paralegal Studies, Peoria, Illinois; and a Bachelor of Arts degree in Political Science from Western Illinois University.

Curriculum, Scheduling and Assessment Officer – Stacy Gehrig: Stacy Gehrig has been appointed Curriculum, Scheduling and Assessment Officer, effective July 1. Previously, Ms. Gehrig served as Dean of the Agriculture and Industrial Technology Department.

We could not have found a more qualified and experienced professional to take on the responsibility to lead one of the most critical areas in Academic Affairs and the College's operations impacting student success. Stacy brings to this position a wealth of experience as a faculty member and an administrator, as well as familiarity with the curriculum and scheduling development processes and procedures at ICC.

We are grateful to Stacy for agreeing to take on this leadership role at a critical time when ICC has been engaged in innovative strategies for re-aligning the curriculum and schedule to better serve the needs of our diverse student population. As a long-time member of the Curriculum Committee, Stacy has made immense contributions and has earned her colleagues' respect for being thorough, detail-oriented, productive, reliable, collaborative, and a good source of information regarding ICCB curriculum guidelines and expectations, not to mention her support for faculty going through the curriculum development process.

Stacy will provide leadership in the re-invention of our scheduling system to increase flexibility and predictability as we continue to align course offerings with student needs.

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She will also provide support to our ongoing assessment efforts along with Dr. Wright and our Faculty Fellows.

We have full confidence in Stacy's leadership capabilities in carrying out the mission of the College by cultivating and supporting excellence in data-driven student-centered scheduling and curriculum development in collaboration with faculty, management, staff, students, business and industry, and other stakeholders.

Student and Faculty Accomplishments

ICC students bested students from across the nation who competed in the 2019 SkillsUSA National Championship in Louisville, Kentucky in June. Congratulations! We are very proud of you.

We appreciate the support and dedication of Professors Kim Hawthorne and Kevin Wells to our students' success. Thank you!

2019 SkillsUSA National Championship



Illinois Central College attended the **55th annual SkillsUSA National Leadership and Skills Conference (NLSC)** in Louisville, Kentucky from June 24th through the 29th. ICC students represented the state of Illinois in Diesel Equipment Technology, Graphic Imaging Sublimation, Graphic Communications, Internetworking, Screen Printing Technology, Welding Fabrication, Pin Design, and Information Technology Services. Illinois Central College was awarded 3 national gold medals.

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Gold Medalists:

Jade Milloy-Cobb Graphic Communication Metamora
Samantha Killen Graphic Imaging Sublimation Edelstein
James Sullivan Screen Printing Technology Elmwood

Of the remaining competitors from Illinois Central College, two placed within the top 10 in their competitions.

5	Aaron Wilder	Information Technology Services	Pekin
8	Alex Davis	Pin Design	Pekin
12	Garland Laskowski	Internetworking	South Jacksonville
16	Nicholas Simpson	Diesel Equipment Technology	Green Valley
21	Cayden Hess	Welding Fabrication (Team)	Peoria
21	Mason Hess	Welding Fabrication (Team)	Peoria
21	Gage Stear	Welding Fabrication (Team)	Peoria

Please check out details here:

<https://iccskillsusa.org/2019/04/2019-skillsusa-illinois-state-championship/>

Diversity and Community Impact

We are pleased to announce that following an internal search process, Pachauncè Allen-Walker has been selected as ICC's new Coordinator, Title IX / Civil Rights Equity. The position title was modified following the departure of Margaret Lawler who served as Compliance Officer. Ms. Allen-Walker is a graduate of Illinois Central College, University of Illinois, and University of Phoenix. She holds an Associate in Criminal Justice, Bachelor of Legal Studies, and Master of Business Administration degrees. She most recently served as ICC's Coordinator of the Success after the GED College Bridge Program and previously worked in the State's Attorney's Office in Springfield, Illinois.

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The position provides leadership in the implementation and oversight of programs and initiatives supporting students and employees through a broad understanding of equity and compliance requirements, with primary responsibility for Title IX coordination. It requires a dynamic understanding of related laws and policies, the independent ability to analyze problems, and search for strategic solutions, as well as the ability to organize and influence individuals in diverse roles to meet required goals and deadlines to achieve results.

Here is an abbreviated list of the duties and responsibilities of the position.

1. Coordinates compliance with Title IX, including the grievance procedures for resolving Title IX complaints.
2. Coordinates compliance with all Civil Rights laws including, but not limited to, discrimination on the basis of age, disability, equal pay, genetic information, harassment, national origin, pregnancy, race/color, religion, sex, and sexual harassment including the grievance procedures for resolving such complaints.
3. Receives and coordinates investigation of all complaints involving possible discrimination. Prepares investigative findings reports, and implements procedures to respond to internal and external complaints or allegations regarding unlawful discrimination, harassment, and/or retaliation, including complaints from students. Monitors outcomes, identifying and addressing any patterns, and assessing effects on the campus climate.
4. Leads the development of educational and prevention strategies for Title IX and all Civil Rights Equity discrimination. Identifies resources and provides training to equip students and staff in building and maintaining a respectful and inclusive learning and working environment, and in demonstrating an understanding and appreciation for diversity and equal opportunity.
5. Acts as the lead contact for questions regarding institutional equity from students, employees and others. Acts as an advocate for positive student and employee relations through the design and delivery of programs to promote diversity, multiculturalism, inclusiveness, non-discrimination and anti-harassment. Designs and delivers training in multiple formats and uses multiple modes of communication to convey information effectively.

Educational Foundation

Trustee meeting - July 2019

Over 400 Educational Foundation scholarships have been awarded to recipients for the 2019-2020 academic year. Students will continue to be awarded throughout July. If you know of a student that would benefit from an ICC Educational Foundation scholarship, please advise them to visit icc.edu/scholarships to view scholarships remaining for the fall 2019 semester.

The annual Educational Foundation *Employee Campaign* will be kicking off the week of August 12 during the College's Celebration of Learning. Last year the campaign raised over \$83,000 in pledges with 110 employees joining the 1% club, meaning they contribute 1% or more of their annual gross salary to the Educational Foundation. We are looking forward to another successful campaign.

The ICC Alumni Association is proud to announce that it now has 459 members. Individuals are encouraged to join the ICC Alumni Association to engage in networking, special events, mentoring and more. Visit the alumni webpage to learn more about member benefits at icc.edu/alumni.



On June 15, the ICC Alumni Association held its sixth annual Night with the Peoria Chiefs. Seventy-five alumni and guests gathered at Dozer Park to celebrate Star Wars Night and to watch the Peoria Chiefs take on the Burlington Bees. Guests had the opportunity to visit and take photos with the 501st Midwest Garrison League as they strolled throughout the park in their Star Wars gear. The night included Star Wars activities, food, fireworks and fellowship.

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Save the Dates:

The ICC Educational Foundation Board of Directors and ICC Board of Trustees annual reception is scheduled for Wednesday, September 18, 2019 at WeaverRidge Golf Club following the Educational Foundation's September board meeting. More information will be included in the invitation sent to your home in August.

Andrew Rinehart and David Wiest will present a free estate-planning seminar on Tuesday, September 24, 2019 from 1:00 pm to 3:30 pm at ICC Peoria. Attendees will learn how to prepare the information needed to work with an attorney in drafting or updating a will or trust, while addressing questions on recent changes to tax laws and healthcare & financial powers of attorney. Reservations are required, please call (309) 694-5530 or visit icc.edu/acp/estate to register. For more information on this event, please talk with a member of the ICC Educational Foundation staff.

Mark your calendars for the 2019 Community Celebration on Thursday, October 24, 2019 at Embassy Suites in East Peoria. Doors open at 5:30 pm with the program beginning promptly at 6:00 pm. This event honors those individuals who make a difference in the lives of ICC students! Please join the ICC Educational Foundation for an evening of celebrating our donors and scholarship recipients. Sponsorships are available at various levels for individuals and businesses.



Contact the Foundation offices at (309) 694-5530 for more information. Invitations will be mailed in September.



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Facilities & Technology Update

Finance

The Treasures Report for June will be presented in August as is typical due to the close of the fiscal year. Preliminary results indicate favorable financial results as expected.

Facilities

Project Planning Report - July 2019					
Tax Levy (Life Safety Funding Projects) 2019	Project Description	Consultant	Budget - Estimate	Project Status	Project Remarks
Academic Building Rooftop Unit Replacement Phase 7	Replace old outdated RTU's to provide better temperature control	Midwest Engineering Prof. (MEP)	\$962,000	Bid Awarded	Project Awarded - Project Start Date May 15, 2019; Project on Schedule with substantial completion Aug 2019
Roadway/Parking Resurfacing PH3	Mill and replace asphalt & concrete roadway & parking lot surfaces. Repair storm drains	Midwest Engineering Associates (MWEA)	\$700,000	Bid Awarded	Project Awarded - Project Start Date Early June 2019; Project on Schedule with substantial completion Aug 2019; Change order \$15,540.00 - covered by reducing the scope of F lot
Academic Restroom Renovation Phase C	Continue renovating bathrooms in the Academic building East Peoria	Farnsworth Group	\$650,000	Bid Awarded	Project Awarded - Project Start Date May 15, 2019 - Project on Schedule with substantial completion Aug 2019; Change in unforeseen condition - \$15,071.89 w/labor & materials
Phase 4- Replacement Obsolete Fire Alarm Devices and PAC Upgrade	Replace obsolete and outdated equipment / devices and upgrade to code the PAC fire system	ICC - Getz	\$200,000	COMPLETE	EP Academic Bld, AIT and Peoria Complete; PAC - scheduling for late summer finish
AIT CO2 Conversion	Upgrade the obsolete AIT Dry Chem system to a CO2 system	ICC - Getz	\$60,000	COMPLETE	Project completed on time under budget
Peoria Cooling Tower - Upgrade and Refurbish	Replacement - rusted out side panels, replace gear boxes.	Ruyle - Marley	\$55,000	COMPLETE	Project completed on time under budget
AIT Welding Lab Torit System Filter Replacement	Clean and replace welding lab Torit Filter system	ICC - Torrit	\$28,000	COMPLETE	Project completed on time under budget
Replace Architectural Panels & Curtain wall - Edwards Building and Walk over Bridge	Replace windows and architectural metal panels to include new ICC signage	CDB	\$650,000	Project in Design	Project A & E awarded - CDB; Project in Design - Architect firm IDG ready to present potential options
Upgrade Exterior Parking Lot, Roadway and Walkway lighting to LED	Upgrade fixtures with new LED fixtures for Energy Savings and Maintenance	ICC - Graybar Electrical	\$75,000	Installation in Process	ICC electricians installing new roadway; LED fixtures 50% complete
Poplar Penthouse Roof - Replacement	Complete replacement of Poplar Penthouse Roof	Garland Roofing	\$70,000	Project to Start Mid-July, 2019	Project to begin mid-July with a projected completion by Aug 2, 2019
3 Bridge Inspections - Painting and Repairs	Repair 3 bridges - Paint and structural repairs	Midwest Engineering Civil Engineer	\$15,000	Planning	Inspection Complete; Scope completed by A & E - Project to repair & paint bridges to be picked up by ICCB funding

Human Resources

Human Resources participated in a “HR Health Check” April 29 – May 10. High Street provided a comprehensive report, which included 36 recommendations for improving HR processes through the use of the HRCM. The next phase of the project is to prioritize the recommendations and develop a plan for implementing improvements.

Human Resources has begun the process of using ICC’s existing Maxient software system to track employee complaint investigations. Maxient is a centralized reporting and recordkeeping system for complaint or behavior records. Human Resources will work with Student Services to set up user accounts and a complaint form for employee use.

Benefits / Tort

We have completed the FY20 renewal process for all lines of Property and Casualty insurance at a significant cost savings compared to FY19. The cost reduction was achieved while improving the coverage in respect to total premium, coverage limits, coverage types and deductibles.

Organizational Learning

A tentative schedule was created for Celebration of Learning and submitted to Dr. Quirk-Bailey for approval.

The Employee Engagement and Support Team met and planned the details for hosting an information table at Celebration of Learning, providing monthly recognition to employees, facilitating The Finish Line Game to departments, and publishing a newsletter of strategic team updates to be distributed at Celebration of Learning.

Marketing and Communications

June 2019 News Releases / Media Opportunities

- 6/17/19 --- College for Kids Wraps Up 1st Summer Session
- 6/18/19 --- Illinois Central College Hosts Ready to Work Expo on July 11 and 12
- 6/21/19 --- Illinois Central College Names New Head Volleyball Coach
- 6/24/19 --- Illinois Central College Hosts Wetland Construction Open House and Field Day July on 23-26
- 6/24/19 --- Illinois Central College Names Rocco Cappello as Vice President of Student Success
- 6/25/19 --- Solar Pipeline Training installation at Tri-County Urban League
- 6/26/19 --- College for Kids Simulated Emergency

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Media Mentions

- 6/4/19 --- ICC Lands \$5.1 million in capital bill (PJ Star)
- 6/8/19 --- ICC among "Most Promising Places to Work" (PJ Star)
- 6/20/19 --- Kids Get a Look at College Life (WEEK/HOI-TV)
- 6/20/19 --- ICC's College for Kids Camp Teaches Life Skills (WMBD/WYZZ-TV)
- 6/21/19 --- Eureka's Heffren Resigns to Become Volleyball Coach at ICC (The Pantagraph)
- 6/21/19 --- Busy Summers at ICC for Morton Duo (WMBD/WYZZ-TV)
- 6/22/19 --- ICC Picks Tracy Heffren to Lead its Storied Volleyball Program (PJ Star)
- 6/22/19 --- Juneteenth Celebration in Peoria puts emphasis on Family (WEEK/HOI-TV)
- 6/23/19 --- Six awarded (Dr. Sheila Quirk-Bailey) at Women to Women Leader Luncheon (PJ Star)
- 6/28/19 --- Solar Training Program Provides Light for Participants (PJ Star)
- 6/29/19 --- Recent Central Illinois Crashes Highlight Need for Awareness around Motorcycles (Herald & Review)
- 6/30/19 --- ICC Celebrates Sinclair's Retirement (WMBD/WYZZ-TV)

Student Services

Enrollment Services

Call Campaign: In an effort to further assist and reach out to our students, Enrollment Services has begun a call campaign. This, non-automated, human-caller campaign targets two student populations. The first consists of previously-enrolled students who have not yet registered for the fall. Our outreach hopes to contact these students and assist them with the registration process for the fall 2019 semester. Our second population is any currently-enrolled fall 2019 student who has a balance. The purpose of these calls is to work with the students to create payment plans, assist in financial aid processing, and review financial options.

Staff: Enrollment Services has been lucky enough to welcome two staff members to their management team. Kyle Rindfleisch, Manager of Financial Aid, comes to ICC from Bradley University. His knowledge and leadership in the realm of Financial Aid will be a great asset to ICC and our students. We also welcome Rhonda Elmore as our new Customer Relations Manager. Previously, Rhonda worked in the office of Student Life.

Student Success

Orientation: ICC's office of Student Life has continued their great work on providing our new incoming students with a comprehensive and energetic orientation. Topics covered will help our new students get connected with ICC, and also help them to be successful in class and on campus. With two more orientation programs scheduled for this summer, we are excited to continue meeting our new students, and welcoming them to the ICC family.

Advising & Student Success: The Academic Advisors have been busy working with students and registering them for fall classes. Over the past month, the advising office has seen 775 students. Our most popular time to visit are the late hours on Tuesday nights. This past month we have seen 212 late night walk-ins. Our amazing advising team will continue to serve our students and assist with schedule creation, adjustments, and information all through the first week of classes.

Athletics

Summer Camps: Athletics has been having blast this summer working with the children and teens of our community. Approximately 420 children, between the ages of 8 and 18, have participated in summer camps on sports including girls and boys basketball, volleyball, soccer, and softball. ICC also hosted five specialty camps for more seasoned players who wanted to increase their ability in women's basketball or volleyball.

Staff: ICC is lucky enough to have two amazing Co-Assistant Athletic Directors, Tony Wysinger and Heather Doty. Tony and Heather will be sharing the responsibilities of Interim Athletic Director after the retirement of long-time Athletic Director, Sue Sinclair. Tracy Heffren joins the athletics team as head volleyball coach, taking over the post for Sue Sinclair. Tracy joins us from Eureka High School and is a former ICC student and volleyball player.