Academic Affairs

Agriculture, Industrial, and Technology

Professional Agricultural Students (PAS) State Conference and Contest

The National Professional Agricultural Student Organization (PAS) is a student-led organization that allows students to build and sharpen their skills so that they are ready for the workplace. Through competitive style learning and real-life application, our members are skilled professionals and prepared to work in all areas of the agriculture industry. Students compete with other two- and four-year colleges and universities.

The Job Interview Contest was held virtually on November 9, 2021. Illinois Central College had 10 members compete in various areas of employment. If a student placed in the top two at the state level, they are eligible to compete at the national contest to be held in the spring of 2022. Interview Contest – Each school can take 1 student in each of 12 different interview areas. Students must write a resume, and cover letter for a job posting in that area of employment. They are judged on their written materials and then interviewed by an industry representative that is knowledgeable in the respective field. ICC had more first-place winners than any college in the state.

Competing Illinois Central College students included:

- Ag Business Administration--Katelynn Arnold, IN (2nd Place)
- Ag Business Sales--Carson Deppe, IA (1st Place)
- Dairy Production--Ryan Michael, OH (1st Place)
- Feeds and Animal Health--Taylor Biddle, IN (1st Place)
- Livestock Production--Kate Henkel, IL (2nd Place)
- Fruit and Vegetable Production--Ellie Ferretti, IL (1st Place)
- Ag Equipment Service--Isaac Orns, IL (1st Place)
- Crop Production--Caleb Mahr, IL (2nd Place)
- Fertilizer and Ag Chemicals--Gavin White, IL (3rd Place)
- Ag Education--Ella Cagwin, IL (Did not place in top 3)
- The team is coached by Agri-Business Club/Collegiate Farm Bureau Advisors Blake Lehman, Pete Fandel, and Grant Grebner.
ICC Agri-Business Club/Collegiate Farm Bureau

The ICC Agri-Business Club and Collegiate Farm Bureau are doing their part to support student peers as well as local pork producers. The student organizations teamed up to sponsor a pork chop grill out on the East Peoria campus in October. Proceeds from this event were used to purchase ground pork from Bittner’s Eureka Locker who provided the meat at a discounted price. The students recently delivered 30 1-pound packages of ground pork to the ICC Food Pantry which serves students in need.

ESL Bridge to Careers

The ESL Bridge to Careers class, taught by Ann Eads, visited the Graphic Communications program on Thursday, November 11. John Baggett, Graphic Communications Program Coordinator, spoke to the students about the design and production of printed work and careers in the printing industry. The ESL students also printed their own shirts!

Behavior, Legal, and Information Systems

Central Illinois Rotaract Club at Illinois Central College

World Polio Day occurs annually on October 24, and the primary philanthropy for Rotary International is the eradication of polio. Since 1985, Rotary has worked with global partners to vaccinate against the wild polio virus. Through those efforts, wild polio is found in only two countries now: Afghanistan and Pakistan. More information can be found on www.endpolio.org.
Each year the Central Illinois Rotaract Club at Illinois Central College hosts an information and fundraising table. Donations are matched 2:1 by the Bill and Melinda Gates Foundation, and this year, our sponsoring club, the Rotary Club of Peoria-North, also matched 1:1 our fundraising efforts. The end result was that 77 children we will likely never meet will be vaccinated against the wild polio virus. Including past World Polio Day fundraising, our club has provided funds to vaccinate well over 200 children in the world.

**Student Success**

**Athletics:**

The Men’s & Women’s Basketball seasons are underway. The women’s team is presently (2-5) and ranked #6 in the NJCAA polls. They have played an extremely strong schedule so far by playing the #1, #2, and #5 ranked teams in the country as well as two Division I teams. The men’s team has begun the season (5-2) after defeating the #1 nationally ranked Kirkwood Community College on November 23rd.

**Transfer Center:**

ICC's Transfer Center Coordinator Elizabeth Godinez has continued building and strengthening ICC’s professional relationships with Illinois' four-year transfer institutions.

- Recently, 65 agreements were sent from SIUC to ICC's Deans for further review and department feedback. Additionally, she is completing definitive agreements with ISU, UIC, SIUE, WIU, and UIUC.
- SIUC has extended an invitation to ICC to participate in their Saluki Step Ahead program. The effort is a partnership between SIU-Carbondale and the Illinois Community College Board. The program lets students graduating with an associate degree jump into 1 of 6 online bachelor’s degree programs at SIUC.
- The process has started for ICC to participate in UIC's TAG program. The Transfer Admission Guarantee (TAG) program is a partnership between specific community colleges and the University of Illinois at Chicago that offers a guaranteed transfer pathway to several UIC programs. TAG provides certainty for parents and students who want to transfer to UIC rather than attend as first-year students.
- UIUC, Bradley, and ISU have been contacted to create an agreement encompassing ICC's redesigned architecture curriculum and the four-year construction management programs. All three schools are excited to develop a transfer pathway to ensure ICC students a seamless transfer.
- In February, the Transfer Center plans to host a campus-wide Transferology workshop for all new employees, support staff, general, faculty, and departmental advisors.
- In March, the Transfer Center plans to host the State University Transfer Day (SUTD) and Private Illinois Colleges and Universities (PICU) events for all transfer students. The events allow ICC students to meet and connect with representatives from public and private institutions throughout Illinois and the surrounding areas.
Student Financial Services

The Student Financial Services team sent letters to over 1,500 students with past due balances from Spring 2020 through Summer 2021 to notify them their balances were being forgiven, wrote off nearly $1.1M from individual student accounts, and released all the enrollment holds for the students. The team is working with Risk Management, Enterprise Systems, and Dean of Students to facilitate student COVID-19 mandate requirements (proof of vaccination or weekly test results) through Cleared4 site.

Student Life

Reflecting on the Fall semester, Student Life is proud of students for their commitment to their goals and for encouraging students to get involved!

November 29 - December 3: CAB (Campus Activities Board) and Student Life hosted “De-Stress Week.” Students could enjoy a movie night, kitten cuddles, cookie decorating, and more!

PBL (Phi Beta Lambda) and SKD (Sigma Kappa Delta) volunteered for the project, Operation Christmas Child. Each group purchased presents and then assembled them to send to children in need.

Marketing

Spring 2022 Registration opened on Nov. 1 and Marketing flipped messaging to “Register Now” on social media, emails, bulletin board posters, and digital signage. A postcard mailer was also sent to all current students.

ICC Job Fairs on Nov. 16 and 18 were promoted via press release, emails to students and CBOs, digital signage, bulletin board flyers, employee notices, social media, and media invites.

A Veterans Day video message from Dr. Quirk-Bailey was created and shared campus-wide with employees and students. A special email to our veteran students and staff extended gratitude by offering a free meal to those who have served our country.

Marketing continues to assist in the COVID mandate process with emails to students and employees, web updates, and printed signs. Communications assisted Student Life and HR in the discipline process wording and notifications.
For the **website redesign** project, marketing continues to roll out content collection forms to program coordinators to complete, and work with a freelance writer on program writing. Planning has begun for the fresh photography and content stories that will be needed for the new website. Over 300 responses were received from current students who received a website usability survey via text. It helped pinpoint possible problematic areas/labels on the new site.

**Student Life** projects, completed by Marketing student designers, this month included: Bake Sale, Keep Calm & Craft On event, and DeStress Week.

**Commencement** planning has started for May 2022. Marketing began the campaign to encourage graduates to participate in the Commencement ceremony. Emails were sent to summer graduates and potential fall grads. Mailed postcards and bulletin boards flyers will be going out shortly as well.

**Other projects** completed in November included: continued promotion for Campus Visit Days, FAFSA/Scholarships, Women’s and Men’s Basketball media guide programs, monthly e-newsletter for high school counselors and community business organizations, emails and flyers for the Honors program and the new Illinois Central Review, quarterly e-newsletter, and Giving Tuesday promotion for Educational Foundation, as well as communication needs for the *Hired! IT Workforce Summit*.

ICC Marketing was nominated for ten projects in the **2021 NCMPR 3rd District Medallion Awards**, selected as a finalist in four and took home the Gold in all four categories: E-Catalog (Health Careers flipbook), Print Advertisement (adult learner fall enrollment ad), Radio Ad Series (fall enrollment radio series), and Successful Diversity, Equity & Inclusion Campaign (WEI summer campaign).

**ADMISSIONS**

Admissions hosted **three Campus Visit Days** this month with over 120 students: Health Careers on Nov. 5, General/Undecided on Nov. 11, and a Culinary Open House on Nov. 18.

The annual **High School Culinary Expo** (Nov. 17-18) welcomed 13 high schools’ students and counselors and provided a chance to explore the state-of-the-art kitchen and classrooms. Over 175 students received first-hand information from ICC faculty and students about the ICC Culinary Arts and Restaurant Management programs, as well as info on the steps to enroll, financial assistance, and student life.
Admissions also made 12 visits to area high schools, and continue to be very busy with phone calls engaging with over 1200 calls in November.

A drip text campaign began targeting current students not enrolled in Spring 2022. When asked if they plan to enroll in SP22, students received additional texts based on their responses. This campaign helps urge students to register for spring while also gathering data on potential stop outs.

**MARKETING OUTREACH**

**Current Students**
4 emails for 28,625 touches

**Employee Emails**
11 emails for 16,500 touches

**Prospects**
108 emails for 42,984 touches

**Community**
4 emails for 8,533 touches

**PRESS RELEASES/NEWS TOPICS/INTERVIEWS**

ICC & Partners Request Responses to IT Survey to Bring $15 Million Grant to Central Illinois
ICC to Host Culinary Arts High School Expo & Open House
Illinois Central College spotlights IT apprenticeships during National Apprenticeship Week
Illinois Central College Hosts Job Fairs to Support Region's Critical Industries
Illinois Central College Eliminates $1.1 million in Student Debt Accrued During COVID
Illinois Central College Names Arnitria Shaw as Vice President of Workforce and Diversity
WCBU radio interview featuring Dr. Quirk-Bailey regarding the IT Industry Survey

**MEDIA EXPOSURE FOR THE MONTH**

![Media Exposure Chart](chart_url)
PHOTOGRAPHY / VIDEO

Photography included classroom visits to Interior Design, Earth Science and HVAC/R, capturing the job fairs, Health Careers campus visit day and Culinary Open House events, as well as fall campus landscapes. Student photoshoots for the Honors program, calendar projects and general enrollment promotions were also completed.

Videography included Honors program, Veterans Day message, AIT Drone shoot, ICC Spotlight and TikTok videos. Marketing also completed recordings and video editing for Town Halls, ICC Spotlight, All College Update and Dialogue Sessions.

SOCIAL MEDIA

Primary focus of social media content was promoting and capturing events on campus (Fall Campus Visit Days), creating new content for social media and marketing purposes, and growing Instagram and TikTok.

<table>
<thead>
<tr>
<th>Facebook</th>
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<tbody>
<tr>
<td></td>
<td>Page Views</td>
<td>Post Reach</td>
<td>Fans</td>
<td>Engagement</td>
</tr>
<tr>
<td>November 2021</td>
<td>1,250 ↓</td>
<td>79,200 ↑</td>
<td>14,011↑</td>
<td>6,955 ↑</td>
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<tr>
<td>November 2020</td>
<td>1724</td>
<td>56,131</td>
<td>13,751</td>
<td>3,949</td>
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Organic engagement was driven by classroom photography, student ambassador photos, event posts, college news, and videos. Posts announcing Arnitria Shaw as the new VP of Workforce and Diversity received great organic engagement and the story about ICC’s elimination of student debt was a top performer. The classroom photo posts centering around Radiology, and the Faces of ICC posts had good organic engagement.

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<tr>
<th>Instagram</th>
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<tr>
<td>Posts</td>
<td>27 ↓</td>
<td>1,963 ↑</td>
<td>550 ↓</td>
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<tr>
<td>Followers</td>
<td>42</td>
<td>1,770</td>
<td>746</td>
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Facebook and Instagram ads included boosted posts on Fall Campus Visit Days, which performed very well. LinkedIn also had a boosted post promoting the ICC Student survey the IT workforce grant opportunity.

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<th>LinkedIn</th>
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<tr>
<td>Posts</td>
<td>25</td>
<td>27,218 ↓</td>
<td>1248 ↑</td>
<td></td>
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<tr>
<td>Impressions</td>
<td>830 ↑</td>
<td>50 ↓</td>
<td>578 ↑</td>
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<tr>
<td>Engagement</td>
<td>810</td>
<td>56.2</td>
<td>243</td>
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<tr>
<td>Views</td>
<td>810</td>
<td>56.2</td>
<td>243</td>
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<tr>
<td>Watch Hours</td>
<td>578 ↑</td>
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<tr>
<td>Subscribers</td>
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<tr>
<td>Impressions</td>
<td>9,000 ↑</td>
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TikTok

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<th>TikTok</th>
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<tr>
<td>Followers</td>
<td>182</td>
<td>3,489</td>
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<tr>
<td>Views</td>
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<td>455</td>
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<tr>
<td>Likes</td>
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</table>
Workforce and Diversity Division

Workforce Department

Illinois Central College’s Career Services hosted three job fairs for students, alumni, and community members to connect with local employers with immediate job opportunities.

On Thursday, October 28, three employers met with the seven students enrolled in the Workforce Equity in Advanced Manufacturing Welding program on the Pekin campus. The seven Production Welding students being sponsored by the Workforce Equity Initiative grant met with representatives from Caterpillar, Morton Industries and JT Fennel, Inc. Offers were extended and accepted by six students with two students starting part-time and transitioning to full-time at completion of the program and four starting full-time employment immediately following finals on December 14th. Pay rate range for these students is $18-$20/hour. The seventh student has been interviewed and is waiting to hear from the company. In addition to the employment success, all seven students received their American Welding Society (AWS) Level 1 Credential on November 19 by passing the exam on their first try.

A job fair was held on Tuesday, November 16 on the Peoria campus during National Apprenticeship Week, allowing ICC to recognize partner employers as well as highlight the benefits of apprenticeships at ICC. This job fair focused on Information Technology/Business opportunities in our region. Thirteen employers were in attendance representing their companies including three employers with current ICC Apprentices – Idea Entity, OSF Healthcare and TimbukTech. Employers were able to meet with over 40 students, alumni and community members and gain applicants for the open positions.

A job fair focusing on Manufacturing was held on the East Peoria campus in the AIT building on November 18th. There were 20 employers present including apprenticeship partners Alcast, Caterpillar and Morton Industries. Employers were able to collect applications and conduct on-site interviews during the event. More than 80 students, alumni and community members attended this job fair.

A CareerLink representative attended both November job fairs and provided funding support information to prospects related to enrollment in ICC programs that support positions employers are seeking to fill. Employer survey responses from both events have been positive including a desire to attend an event in the spring following this type of career cluster focus as well as a virtual job fair. Career Services are identifying dates to meet that demand.
**Diversity Department**

**ICC’s RJE and Library Collaboration for Faculty and Staff Development**

The Racial Justice and Equity (RJE) initiative and the Illinois Central College Library collaborated to host an in-depth study of the *1619 Project* by Pulitzer Prize-winning reporter Nikole Hannah-Jones. The 1619 Project is a long-form journalism endeavor which aims to reframe the country’s history by placing the consequences of slavery and the contributions of Black Americans at the very center of the United States’ national narrative. Faculty and Staff met 3 times during the Fall 2021 semester to discuss the project.

Session one was a general discussion about the 1619 Project and our impressions. This session was facilitated by Dr. Lonetta Oliver, Dean of Humanities. Session two focused on the podcast discussing the project and was facilitated by Dave Thompson, Humanities professor. The last session focused on the implications of the project for faculty and was facilitated by Julie Clemens, Music professor. Each spirited discussion and subsequent efforts are contributing to the raising of key issues within the ICC Community, as we work to build a more inclusive and equitable campus culture.

**Administration & Finance**

**Treasurer’s Report**

Due to the timing of the December Board of Trustees meeting, it is not possible to have the November financials completed for the mailing on December 3. The financial statements will be provided in advance when available and at the very least provided and presented as scheduled at the meeting.

Apologies for any inconvenience and we are open to answer questions during and after the meeting as necessary.

**Childcare Update**

In the coming months, it is expected that the State of Illinois will be releasing information and opening up a grant opportunity for the Illinois Early Childhood Construction Grant (ECCG) Program. This grant is expected to provide $100 million in grants for Early Childhood Education providers to renovate, expand, or construct facilities to serve more children. Grant awards are expected to range from $100,000 to $5,000,000. The ICC team has met about this opportunity and is working to collect and prepare information ahead of the grant being officially opened.

There are no significant changes to report regarding enrollment, observations, or voucher applicants since the November update.
Facilities

Facilities projects are in progressing well and are summarized below:

- Renovate Courtyard - East Peoria – CDB Project - Design – Terra Engineering & DKA - Working design
- Nature Court Bride Rehabilitation – CDB Project - Construction – Knapp Construction – Should open bridge back up this week.
- Replacement of Architectural Panels Edwards & Walk over Bridge CDB Project - – Construction – IDG Engineering/ CAD Construction – Awaiting materials
- Edwards/Student Center Renovation CDB Project - – Design Selection Award
- Workforce Sustainability Center CDB/EDA Project – DKA Engineering/PJ Hoerr Construction - Project has started.
- EDA Grant - Workforce Upgrades - Awaiting Approval from EDA
- AG/Storage Shed – Design – DKA Engineering – In design
- Pond Restoration/Reclamation – In Design – Hitchcock Design Group
- Collaboration Classrooms/Group Study Room Upgrade - Design - Concept Project - DKA

<table>
<thead>
<tr>
<th>CDB Projects</th>
<th>Project Description</th>
<th>Funding Source</th>
<th>Consultant</th>
<th>Budget - Estimate</th>
<th>Project Status</th>
<th>Project Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Replace Architectural Panels &amp; Curtain Wall -</td>
<td>Replace Architectural Panel &amp; Windows - New Signage</td>
<td>CDB/Life Safety</td>
<td>IDG</td>
<td>$650,000</td>
<td>Project Ready for Construction</td>
<td>Construction started - Estimated Completion March 2022</td>
</tr>
<tr>
<td>Edwards Building &amp; Walk Over Bridge</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Bridge Repair Nature Court</td>
<td>Paint and Structural Repair - Nature Court</td>
<td>CDB/Life Safety</td>
<td>Midwest Engineering Associates (MWEA)</td>
<td>$250,000</td>
<td>Project Ready for Construction</td>
<td>Construction started - Bridge Scheduled to reopen Week of Nov 29, 2021- Touch up painting to happen in spring</td>
</tr>
<tr>
<td>Courtyard Renovation</td>
<td>Remove courtyard concrete update and address ADA issues</td>
<td>CDB/Life Safety</td>
<td>Terra/DKA</td>
<td>$1,157,189</td>
<td>Project In Design</td>
<td>Project in Design - A&amp;E has begun surveying of the area</td>
</tr>
<tr>
<td>Workforce Sustainability Center</td>
<td>New Construction to support Workforce Training/Replace</td>
<td>CDB/Life Safety</td>
<td>DKA</td>
<td>$11,500,000</td>
<td>Project In Design</td>
<td>Contraction/site prep has begun - Substantial completion Oct 2022</td>
</tr>
<tr>
<td></td>
<td>Dirksen Bid.</td>
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<thead>
<tr>
<th>2021 - Tax Levy (Life Safety Funding Projects)</th>
<th>Project Description</th>
<th>Funding Source</th>
<th>Consultant</th>
<th>Budget - Estimate</th>
<th>Project Status</th>
<th>Project Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renovate/Replace Pedestrian Bridge East Peoria</td>
<td>Pedestrian Bridge has structural issues and needs replaced.</td>
<td>Life Safety</td>
<td>Midwest Engineering Prof. (MEP)</td>
<td>$175,000</td>
<td>In Design</td>
<td>Awaiting Final Work on Design - Bid in Dec 2021 &amp; Board Approval January 2022</td>
</tr>
<tr>
<td>Security Camera Upgrade</td>
<td>Upgrade current camera inventory technology</td>
<td>Life Safety</td>
<td>In House</td>
<td>$90,000</td>
<td>Planning &amp; Scheduling</td>
<td>Cameras and NVR are being installed now. Estimated Completion end of Dec 2021</td>
</tr>
</tbody>
</table>
Human Resources

Employee COVID Vaccination/Testing Updates

Human Resources continues to move forward with compliance with the Illinois mandated weekly Covid-19 testing protocol. As of 11/24/21, the College’s employee vaccination rate is 87 percent.

The College continues to offer nasal swab testing (both rapid and PCR) as well as saliva testing (PCR) on campus. We how have over the counter home testing kits available for those that are not able to test when it is offered on campus.

Compensation Study Update/New Pay Rate Table Minimum Effective January 1, 2022

Human Resources, in collaboration with Manager of Financial Projects, Amy Young, have developed a new pay rate table which reflects a minimum rate of $15 per hour. Average salaries from the Economic Research Institute (ERI) by salary grade were used to validate the table and information was presented at the October 23, 2021 Board of Trustees Retreat and is an action item in December for BOT approval. The team will begin implementing the new rate table January 1, 2022 by adjusting the salaries of those employees who are currently below the minimum of their respective range in the updated rate table. Based on the recommended rate table update, the estimated annual impact is $250,000 (before any work experience or market adjustments). The committee has developed a communication plan to inform employees during the month of December. The committee’s next objective is a market-based review of active employees’ salaries and identifying a process for market-based salary adjustments.

Benefits, Leaves, Risk Management & Safety

ICC Health Plan Open Enrollment

HR emailed employees on 11/2/2021 to notify them of upcoming health plan changes, effective 1/1/2022, and the open enrollment period for the ICC Health Plan, Aflac, and Flexible Spending Accounts which began on 11/8/2021 and will end on 12/10/2021. This open enrollment is available to any full-time, benefits-eligible employee of Illinois Central College.

SURS Audit

The Benefits department is working in conjunction with Payroll to complete one of several SURS audits requested this year. This audit involves verification of multiple forms of data for more than 2,200 records and is due in April 2022.
Foundation

Holiday stewardship activities show appreciation to ICC’s most generous donors. Thanksgiving activities included the Phone-a-thank-a-thon, where members of the Educational Foundation Board of Directors called approximately 200 donors who have given more than $500 annually. These calls were simply a way to say “thank you” for supporting the College and the ICC students. In addition, approximately 1,500 greeting cards were personalized and mailed to our donors to wish them all Happy Holidays.

In lieu of the Educational Foundation’s long-standing tradition of delivering poinsettias to our most generous donors, calendars will be delivered to over 250 donors. These calendars will highlight campus landmarks and students who have been impacted by the generosity of our donors. We hope these gifts will fill donors’ homes with a yearlong reminder of their impact at ICC.

Looking to start a new tradition this holiday season? Giving the gift of education to an ICC student is the perfect gift. Make a donation today in honor of your family and friends. The Foundation will send an acknowledgment to your loved one sharing that a gift was made in their honor. What a great way to recognize the reason for the season!

The online scholarship application for the 2022-2023 academic year is available online now through March 1st at 11:59 pm. Please encourage those you know to apply for these wonderful opportunities. Applicants can apply by completing one online application at icc.edu/scholarships.