**Academic Affairs**

**Arts and Behavioral Sciences**

**ABS Professional Development**

Throughout the month of October, the faculty of the Arts and Behavioral Sciences department hosted a series of virtual professional development conversations focusing on responding to diversity across a range of categories, such as gender and race. The final session was a workshop in which faculty and staff could bring classroom and program materials to develop in response to the previous sessions.

**Art**

![Photo of the last bronze cast pour of the year from ART 206 class.](image)

Our beginning sculpture course instructs the student with a hands-on approach for both traditional and contemporary sculpture techniques and materials. The student creates the figure out of wax, then builds a gating system for it which must be heated in the kiln to burn the wax out of, leaving the mold. The whole process of pouring is meticulously rehearsed, so everyone knows exactly where to stand and move and what will be happening through the entire process so there are no surprises and everyone is completely safe.

**Day of the Dead Exhibit, Tuesday, Nov 2- Tuesday, Nov 30**

The ICC Art Club collaborated with the Spanish Club of Peoria High School to highlight this Mexican traditional holiday which is a celebration of life exhibit. This was open to the public and will continue to be on display through the entire month of November. It was very successful in that the students learned a great deal - about a different culture, how to install a show and collaborate with another group, how to be good hosts for the show opening, and what they could improve on for next year. They hope to make this an annual collaborative event!
Anita & John Tuccillo, Art Professors – Layers, a show at Peoria Art Guild, Opening Reception Friday November 5, 5-9 pm

“These pieces exhibit an exploration of natural elements through mediation of art, artifice, media, and meditation. The collaboration of layering physical materials and visual layers of information discovers motifs and clarifies patterns crated by nature.”

Jennifer Costa, Art Professor

Jennifer wrote the lead article in Community Word, October 27 edition: Inland Art by Jennifer Costa

Education

EDUC 111, An Introduction to American Education

For this course, each student is required to complete 15 hours of observation in local PreK-12 classrooms. Over 25 local schools and teachers have welcomed our students into their buildings and classrooms. Dr. Funke has also arranged two guest speakers (a local High School Superintendent and an Elementary Superintendent) who visited the class and talked about the profession, what to expect in the classroom, as well as interviewing assistance.

EDUC 212, Field Experience in Education

Students enrolled in EDUC 212 are required to complete 40-50 clinical hours in a PreK-12 classroom. We currently have placements at 10 different schools in the area. They are not observing, but actively working with the teacher to assist in the classroom – taking attendance, hallway/lunch supervision, working with small groups of students, presenting entire lessons, etc. This class offers our students a unique opportunity to not only get into classrooms, but to participate as a “teacher” in the classroom.

Many colleges and universities do not offer this opportunity until a student’s junior year. Here’s what one of those students has to say about this class: “If I had to summarize how this class has helped me prepare for my future career, it’s learning the importance of communication. Everybody knows that a component of teaching is giving lessons from a textbook, but there is so much more to it than what is written down. By the end of my clinical hours, in the first five minutes of class I was able to identify what the rest of the period was going to look like just by observing students' nonverbal cues. This practice wouldn’t have been possible had I not been given the opportunity to work in a classroom outside Dr. Funke’s room. I was also able to learn some of my own personal strengths and weaknesses when it comes to communicating with others, and what I might want to improve on to make my future teaching experience a positive one”.

Music
ICC Choir produced and performed in the annual Open Mic Coffeehouse – Friday, October 22

Directed by and submitted by Julie Clemens. This event always takes place at the Student Center on the Peoria campus. We invite members of choir and other ICC students to sign up to perform solos, duets, spoken word, etc. This year a highlight was the student band “Aftersome” as well as some amazing piano solos and poetry. In addition to the performances, the choir always sings a couple selections; and coffee, lemonade and treats are provided for all those attending.

Guitar Ensemble Monday Nov 1, 7:30 pm with special guests Bradley University guitar Ensemble

Free event in the Lecture Recital Hall. Directed by Michael Hull. They played 10 songs, including “Greensleeves” with special arrangement by Michael Hull.

Hard Bop Jazz Band Concert – Lecture Recital Hall Tuesday, November 2

Another free event open to the public. Directed by Tony Jones. This ensemble performed A Band of Barbs Belonging to Birds, which consisted of 8 songs including “Blackbird”, “Just Wing It”, and “Whirly Bird”.

ICC Vocal Jazz

ICC Vocal Jazz is the premiere vocal ensemble at Illinois Central College. Students compete through auditions for 10 tuition waivers and in return provide high-quality performances across campus and throughout the community. On Thursday, November 4, ICC Vocal Jazz held a recording session with a live studio audience at Rock Solid Studio (owned and managed by ICC music alum Jimmy Bridgeman). The session included traditional jazz selections such as “Don’t Get Around Much Anymore”, and “Feeling Good” as well as newer arrangements like the funk cha-cha “Love Wins”, and a jazz waltz “Haven’t We Met”. ICC Vocal Jazz is joined by a combo of keyboard, guitar, bass, and drums, also comprised of ICC music students.

Theater

Fall play, Angel Street (Gaslight) coming up November 12- November 21 on the PAC Mainstage theatre. Fridays & Saturdays 7:30, Sundays 2:30. Directed by former student Jacob Uhlman. This Victorian thriller showcases psychological manipulation and a marriage built on deception. If you cannot attend one of the performances, it is worth a few moments to check out the massive and impressive set built by the PAC staff and theatre students.

Agriculture, Industrial, and Technology
Master Gardener and Volunteer Luncheon

On October 12, the ICC Horticulture department hosted a luncheon for Master gardeners and volunteers. Those pictured are University of Illinois extension Master gardeners and other community volunteers who spend countless hours working to improve the arboretum and gardens at ICC. The Master gardeners have maintained a display garden on campus since the early 2000s. This summer they hosted the first children's event in the arboretum, and plan to do more activities in the near future. After the luncheon, Associate Professor Corrine Brown met with the new Master Gardener trainees. Upon completion of their program, many will turn into routine volunteers on our campus.

Business, Legal, and Information Systems

Culinary Arts

The ICC Culinary Arts Institute is back with in-person lunch dining for the remainder of the fall 2021 semester. Go to www.iccculinary.org in order to RSVP. The information is on the first part of the homepage of the site. Please read the information and then click on the link to take you to the reservation page.

Lunch will be served on the following dates: Oct 20 & 27; Nov. 3 & 10; Dec 1

The ICC Culinary Arts students and faculty are glad to be back to in person dining and looking forward to serving you this semester.

Culinary Arts High School Expo & Open House

The Culinary Arts High School Expo will welcome hundreds of high school students on November 17 and 18 from 9 am - 2 pm at Dogwood Hall located on the ICC Peoria Campus. Students will explore the state-of-the-art kitchen and classrooms while receiving first-hand information from ICC faculty and students about the ICC Culinary Arts and Restaurant Management programs.

On November 18 from 4-6 pm, the Culinary Arts Institute will open to interested individuals for its annual Culinary Arts Open House. Attendees can speak with ICC faculty and students while exploring the facilities. More information is available at icc.edu/visit.

BLIS Student Organizations Update
Phi Beta Lambda

- Volunteered at Midwest Food Bank (packed beans into boxes) on October 12
- Five members attended the Fall Leadership Conference at Olivet University on October 16
- Welcomed guest speaker, Greg Wilson, President of POGO Marketing, at the October 19 meeting. He shared about his work history, entrepreneurship, and types of small business marketing

Phi Theta Kappa

- Sent membership invitations to qualified members
- Member introduction and organizational meeting was on October 26

Health Careers

Surgical Technician Skills Lab

The photos shown here were on taken October 4, in the Surgical Technician skills lab, Cedar 124, where full time faculty member, Cathy Empson, and adjunct faculty assisted ICC surgical technician program students with a simulated surgery: thoracotomy, sternotomy, and central venous catheter placement. Note the Syndaver manikin, "Nanci" was intubated with a double lumen endotracheal tube and ventilated throughout the procedure. The procedure entails deflating the affected lung, then a surgical procedure known as a pneumonectomy (entire lung is removed) was performed. Several staplers were involved demonstrating the stapling of the bronchus and various lobes of the lung. Cardiothoracic Surgeon, Dr. Munns joined students to perform the triple lumen central line placement and close the sternum with sternal wires.

Dental Hygiene Accreditation

The Dental Hygienist Program successfully completed their reaccreditation site visit with the Commission on Dental Hygiene Accreditation (CODA). The program anticipates receiving official notification of full seven years after being approved at the Commission’s winter meeting.

Congratulations to the full-time faculty team! A special thank you to professor Cathy Korondi for her leadership with the preparation of the self-study, while facing and overcoming extra programmatic challenges; adjusting course modalities, postponing of admission of fall 2021 student cohort, and clinic and staffing challenges, all within the year of this site visit.

The on-site peer reviewers complimented the Dental Hygienist Program on several areas:
• Institutional Effectiveness: noting unremarkable financial support and community resources, including an active program advisory committee,

• College Administration/faculty/staff: including hiring two new qualified faculty

• Educational Resources, noting clean campus, up to date facilities and equipment, academic support of library and qualified academic support staff

• Health and Safety Provisions: effective management of infection control and providing effective patient Care

We could not be more proud of a job well done Cathy, Nicole, and Jenny. Overcoming challenges, maintaining quality, strategizing moving forward, and overall successfully representing the Dental Hygienist Program and Illinois Central College!

**Fire Science Students’ Search and Rescue Training**

Students taking Introduction to Fire and Emergency Services, were given the chance to learn and practice victim search and rescue earlier this month at East Peoria Fire Department’s training facility at the East Peoria Festival Center. Each student wore full firefighting personal protective equipment. The face piece of their breathing apparatus was blacked out to simulate the darkness encountered when crawling through an actual fire. With these parameters, instructors can guide the student through the simulator by voice without the actual threat of fire and smoke. Each student took 5-10 minutes to complete the search by following an uncharged hose line while sweeping their arms, legs, and tools, hoping to locate a victim.

**Dental Hygiene and Paramedic Programs’ Collaboration**

In October, our dental hygiene students had a wonderful collaboration with the paramedic students. The dental hygiene students just finished a course on medical emergencies in a dental office. This inter-professional education opportunity provided the dental hygiene students a chance to see what a medical emergency would be like in a real-life situation.

The paramedic students role-played two scenarios including a diabetic emergency and an allergic reaction. The dental hygiene students followed along with the scenario and observed the interactions with the patient, dental hygienist, and paramedics.

After each scenario, instructors from both disciplines, discussed the roles and responsibilities each healthcare professionals has in these situations.
The paramedic students also taught the use of oxygen, and how to apply cannulas/masks. This opportunity provided dental hygienists hands-on experience with the use of oxygen and were even able to have nasal cannulas placed on them to understand what the patient would experience!

**American Red Cross Blood Drives at ICC**

During the month of October, the American Red Cross hosted three blood drives at the Peoria and East Peoria campuses. There were 37 First Time Donors and a total of 117 donations as a result of these donor events on campus. Fantastic work! Thanks to the Health Careers student organization Student Nursing at ICC (SNICC) and ICC women’s softball team who helped to coordinate.

The Spring Semester drives are scheduled as follows:

- Wednesday, February 2\textsuperscript{nd} – EP Campus Student Lounge
- Thursday, February 3\textsuperscript{rd} – EP Campus AIT Building
- Wednesday, April 20\textsuperscript{th} – EP Campus Student Lounge
- Thursday, April 21\textsuperscript{st} – EP Campus AIT Building
- Friday, April 22\textsuperscript{nd} – Peoria Campus Cedar 106

**Humanities**

**Literary Magazine**

*Illinois Central Review* is ICC’s new online literary and arts magazine. We are now accepting submissions for the first issue. Submissions are open to students enrolled in ICC classes (including dual credit).

The deadline to submit is December 1 for the January issue and May 1 for the August issue. *Illinois Central Review* considers the following submissions:

- short fiction (up to 3,500 words); limit 2 submissions per student
- narrative nonfiction/personal essays (up to 3,500 words); limit 2 submissions per student
- poetry; limit 6 submissions per student
- visual art (painting, drawing, graphic design, photography, etc.); limit 3 submissions per student

*Illinois Central Review* will not consider fan fiction, gratuitous violence, work perceived as hate speech or derogatory toward a marginalized group of people, or work that is overtly religious or spiritual.

**Math, Science, and Engineering**
**Biology Students Explore Starved Rock**

On October 30, students in our Conservation Biology and Society course enjoyed a gorgeous day of hiking and exploring at Starved Rock State Park. With frequent stops for pictures, plant, and animal identification, and gawking at the scenery and fall foliage, the important of the conservation of natural places was abundantly clear.

**Student Success**

**Academic Advisement:**

Advisement installed 9 iPads (6 at the East Peoria campus and 3 at the Peoria campus) in order to capture student feedback on their advisement experience. Thus far, the number of student surveys has increased, and more than 150 students have responded since the mid-October installation at the East Peoria campus. Results show that 81.3% of students were very satisfied with their advisement session and 10.7% were mostly satisfied.

Congratulations are for seven (7) Student Success Advisors who earned their Inside Track Student Coaching Certificate (Rob Willett, Tara Lindsay, Stacia Lyons, Janine Donahue, Karen Giesler, Molly Reed, and Pam Miller), and more Student Success Advisors are working to complete requirements for certification. Student Success Advisors continue to receive monthly Quality Development Meetings the third Wednesday of each month with Inside Track and personalized coaching support and training throughout the academic year.

As a group, the Lead SSAs have been receiving training with Inside Track on topics that include: 5 Behaviors of a Healthy Team, Building Motivation through Core Values, Giving and Receiving Feedback, Advancing with a Developmental Approach, and Managing Resistance. The Lead SSAs also participated virtually in NACADA’s (National Academic Advising Association) annual conference “Together, All Things Are Possible” October 7 – 9.

**Student Financial Services**

Student Financial Services disbursed $3,184,250 in HEERF III funds to 5,433 students in September. Roughly 790 students chose to apply in excess of $362,000 to their open balances.

The team also worked to implement and facilitate COVID-19 mandate requirements (proof of vaccination or weekly test results through Cleared4) for students with staff from Risk Management and Enterprise Systems.

**Athletics:**
Both ICC Men’s & Women’s Soccer teams reached the Region 24 Championship games. Unfortunately, both teams lost in the finals. Each team is awaiting the possibility that they could be chosen as an at-large bid to the National Tournament.

Men’s Golf finished their season well. They earned 3rd place at the MWAC Championships. ICC Golfer Jeremy Ott shot the lowest round of the tournament with a (69) while also earning All-MWAC Honors. The Men’s Golf team finished the fall season up by winning the Duane Chaney Invitational on October 18th.

Women’s Volleyball finished their regular season earning 2nd place in Region 24. They will now host one of the two District Volleyball Tournaments on Saturday November 6th. The winners of each of the 4-team District Tournaments will earn a bid to the National Tournament which will be held in Cedar Rapids, IA the week of November 15.

**Student Life**

As the Fall semester comes to an end, Student Life has witnessed a surge in student involvement and is inspired to finish the year strong!

**October 22:** The ICC Choir hosted a “Coffee House Concert” at the Peoria Campus.

**October 26:** PTK (Phi Theta Kappa) had their first meeting of the semester which included both new members and advisors. A goal for 2022 is to develop both an “Honors in Action” and a college-oriented service project to become a five-star chapter.

**October 27:** CAB (Campus Activities Board) hosted “Music Bingo” in the East Peoria cafeteria and students could play to win gift cards.

**October 29:** SGA (Student Government Association) and Campus Housing activated their spooky side and held a “Halloween Boo Bash.” Students could participate in costume contests while socializing for the holiday.

**October 30:** Members of SAFE (Student Association for the Environment) went to Dixon Refuge and Starved Rock State Park to explore nature.

**November 2:** The Vagabond Art Club created a display that will be up for the month in the Performing Arts Center for Day of the Dead.

**November 6:** SAFE (Student Association for the Environment) had a “Pumpkin Drop Off and Composting” event near the Horticulture Lab.

**November 12:** The Fashion Club hosted a Fashion Show on the East Peoria campus. The event title was “Our World: An Eco-Friendly Fashion Experience” and items worn during the show were crafted by club members.

**November 17:** CAB (Campus Activities Board) hosted a “Keep Calm and Craft On” event in the Student Lounge for students to create stress balls, calming jars, and decorative mugs.

During December, Campus Activities Board will be sponsoring a De-Stress Week. Activities will include massage chairs, an oxygen bar, cookie decorating, therapy dogs, kitten cuddles, make your own spa items, and more. Music bingo and a holiday movie showing will be co-
sponsored with Campus Housing. In addition, Phi Beta Lambda will be shopping for Operation Christmas Child to help children around the world.

**Marketing**

**Spring 2022 Enrollment**: The shopping cart opened on October 4 (with registration opening on November 1). Marketing created social media, emails, bulletin board posters, and digital signage to encourage students to meet with an advisor and start building their spring class schedule.

The Educational Foundation's **ICC Community Celebration** was October 28, and Marketing worked with outside agencies to create the video livestream event, produce event programs, materials, and celebration boxes that were mailed to scholarship students and donors. Promotion of the event took place on social media, emails, and employee notice.

**Workforce Sustainability Center Groundbreaking** on October 28 was an exciting occasion for the College. Marketing and Events worked with Administration to coordinate event logistics, plan for special guests, update web, email invitations, and prepare speaking points and presentation materials.

**FAFSA / Scholarship** applications opened on Oct. 1 and Marketing promoted this important date by encouraging students to ‘apply early’ via creative on digital signage, table tents, bulletin board posters, emails, and social media.

**Central Illinois College Fair** was hosted at the CougarPlex on October 20. Marketing promoted the event via social media and digital signage, and created day-of signage and handouts.

For the **website redesign** project, marketing began preparing program content forms and rolling out to program coordinators to complete, as well as working with freelance writer.

**Student Life** projects, completed by Marketing student designers, this month included: Hocus Pocus Movie Night, Trio Support Services poster, International Club, Pumpkin Composting event, and Fashion Club Show.

Communications team conducted testing of the **MyAlert system** for the fall semester, which simultaneously sends an email, text, and phone call to all employees’ and students’ devices.
Other projects completed in October included: continued promotion for Campus Visit Days, Culinary Open House and High School Expo, Blood Drive events, Library’s Murder Mystery event, Educational Foundation quarterly e-newsletter, and the monthly High School Counselor and CBO e-newsletters, and an updated Academic Calendar poster.

Admissions

Off-Campus Events
- Visited 14 high schools and saw over 100 students
- Attended Richwoods Senior Day and presented to all the seniors
- Attended Limestone Career Day and presented to many juniors and seniors

On-Campus Events
- 15 students made daily appointments in the office
- 10 students attended the General Visit Day on October 1
- 20 students attended the General Visit Day on October 11
- 25 students attended the AIT Visit Day on October 22

ICC College Fair
- Almost 70 colleges were in attendance
- 196 students registered for the college fair
- 147 officially saw one college at the fair
- 25 high schools were represented
- Illinois Central College and Illinois State officially saw the greatest number of students

Phone Calls
- Admissions Office engaged with almost 600 inbound and outbound calls to and from the office.
- The Information Desk continues to receive many calls, with almost 700 inbound and outbound calls to and from the office.

Marketing Outreach

Current Students
8 emails for 79,732 touches

Employee Emails
15 emails for 22,500 touches

Prospects
112 emails for 2,105 touches

Community
9 emails for 25,206 touches

Press Releases / News Topics / Interviews
ICC Names Sean Arians as 2021 Distinguished Alumnus & Brent Baker as 2021 Alumnus of the Last Decade
Illinois Central College to break ground on $12 million Workforce Sustainability Center
Illinois Central College Educational Foundation to Host Virtual Community Celebration
Illinois Central College Hosts College Fair with 80+ Colleges and Universities
ICC Names Dr. Kari Schimmel as Associate Vice President of Institutional Effectiveness & Innovation
A High-Quality Culinary Education – Peoria Magazine
ICC Truck Driver Training Program
Community Colleges Impact - ICCB Study

**Media Exposure for the Month**

**Photography / Video**

**Photography** included classroom visits to Education and GM ASEP programs, and event photography of Red Cross Blood Drive, Agri-Business Cookout and Halloween on-campus events. Other photoshoots included Cosmo mascot, individual student sessions for the new Faces of ICC series, and campus landscape photos.

**Videography** included creation of new ICC Spotlight Video (Lonetta Oliver), 2 Fall Campus Visit Day video promos, Community Celebration thank you video, and several Halloween TikTok videos. Marketing hosted the livestream events for Workforce Sustainability Center press conference and the Community Celebration, and also completed recordings and video editing for Town Halls, VP of Workforce and Diversity Interviews, 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, Workforce Sustainability Center press conference and the Community Celebration), creating new content for social media and marketing purposes, and growing Instagram and TikTok.

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<tr>
<th>Facebook</th>
<th>Page Views</th>
<th>Post Reach</th>
<th>Fans</th>
<th>Engagement</th>
<th>Posts</th>
<th>Website Clicks</th>
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**Media Exposure**

![Graph showing media exposure over time](image.png)
Organic engagement was driven by classroom photography, student ambassador photos, and student services photos. The classroom photo post centering around Surgical Tech and the Faces of ICC posts had good organic engagement.

Facebook and Instagram ads included boosted posts on Fall Campus Visit Days and performed very well.

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<tbody>
<tr>
<td></td>
<td>Posts</td>
<td>Followers</td>
<td>Engagement</td>
<td></td>
<td>Tweets</td>
<td>Impressions</td>
<td>Followers</td>
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<td>38</td>
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<tr>
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<td>1,790</td>
<td>746</td>
<td>65</td>
<td>18,700</td>
<td></td>
<td>3,028</td>
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Our TikTok creator account is growing and saw a large increase in views last month. The Halloween mascot TikTok video performed very well with great engagement and views.

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<tbody>
<tr>
<td>Followers</td>
<td>Views</td>
<td>Likes</td>
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<td>October 2021</td>
<td>174</td>
<td>4,577</td>
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**Workforce and Diversity Division**

**Corporate and Community Education**

Truck driver training simulators were installed the week of October 5 and training commenced with instructors. These simulators will help the program open many possibilities such as training in multiple weather conditions and environments. The simulators are actually more difficult than driving a real truck plus they reinforce CDL standards. All use is documented for post-drive review by students and instructors. Not only will their use allow the program to save on costs associated with semi-truck maintenance but will also allow us to train more students with data-driven personalized instruction.

The cannabis education program is underway! The first advisory committee meeting was held and the first Cannabis 101 class will be held on November 4. This class will discuss the many opportunities within this new and quickly growing industry. Dispensary operations training will begin in the spring.
**Administration & Finance**

**Childcare Update**

The Childcare Student Services Specialist was filled by Kaylie Bennett and she began working on October 18. Kaylie has been busy meeting and training with staff and will be a huge asset in supporting student parents.

Current on-site childcare center enrollment remains at 31 children. So far this semester, there have been over 180 observation hours, with approximately 145 coming from Occupational Therapy, 35 coming from Early Childhood and 2 coming from Education. Eight students have been awarded funding through the Voucher Program for the Fall term.

The ICC team has reached out to Child Care Connection to set up times to have their team come on campus to increase awareness about Childcare Connection and the Enhanced Referral Services.

**Food Services Update**

Canteen has been fully open at the East Peoria Dining Hall, East Peoria Coffee Lounge (serving Starbucks), and Peoria Dining Hall since August. Due to lower enrollment and fewer students on campus, current sales are 40% of pre-pandemic sales. Due to this lower volume, canteen had to make staffing reductions to coincide with reduced sales volume. Despite the reduced staffing, there is no significant impact to hours of operations or offerings.

Canteen and ICC are currently working together to explore options to increase sales volume. A few of these initiatives include website enhancements with daily entrees, mobile ordering options, and increased marketing to enhance awareness to key features, such as the Market Center, which offers Grab & Go self-pay options until 10:00 pm.

**Facilities**

Facilities projects are in progressing well and are summarized below:

- Courtyard Renovation, East Peoria – CDB Project. Design: Terra Engineering & DKA
- Nature Court Bride Rehabilitation – CDB Project. Construction: Knapp Construction
- Edwards/Student Center Renovation – CDB Project. Design: DKA Engineering
- Workforce Sustainability Center – CDB/EDA Project. DKA Engineering/PJ Hoerr Construction
- New Pedestrian Walk Over Bridge, East Peoria. Design: MWEA Engineering
- EDA Grant - Workforce Upgrades (Awaiting approval from EDA)
- AG/Storage Shed. Design: DKA Engineering (waiting for confirmation on funding)
- Collaboration Classrooms/Group Study Room Upgrade. Design: DKA
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 11/9/21, the College’s employee vaccination rate is 86 percent. The week of 10/29/21, HR issued the first round of Verbal Warning letters to 37 employees. The week of 11/8/21, HR issued eight Written Warning letters and 12 new Verbal Warning letters. HR is planning additional outreach to the Written Warning employee recipients before the next step in the progressive discipline process of putting the employee on an unpaid administrative leave.

The College is now offering nasal swab testing (both rapid and PCR) as well as saliva testing (PCR).
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. The team will begin implementing the new rate table January 1, 2022 by adjusting the salaries of those employees who are currently below the new rate table to the new $15 per hour minimum. Based on the recommended rate table update, the estimated annual impact is $250,000 (before any work experience or market adjustments). 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

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. If you are an eligible employee not currently participating in the ICC Health Plan and would like to enroll, you will need to meet with the Consoicate Health representatives to begin your enrollment. If you are a current plan member, there is nothing to do unless you would like to make changes to your current enrollment.

Foundation

The Foundation’s annual Community Celebration was held virtually on October 28, 2021. This year’s theme was “Building Your Future.” Traditionally the in-person event hosts 1,000 guests, while this year over 1,700 views have occurred via Facebook, YouTube, Marching Order, and the ICC website. The Foundation Board and staff were honored to continue our annual tradition of celebrating the scholarship recipients and those who invest in the future of our community college. This year’s virtual event netted over $43,600 in support of the ICC students. Thank you to all those who joined us in celebration of our students and donors!

student who would benefit from an ICC Educational Foundation scholarship please advise them to visit icc.edu/scholarships to view scholarships remaining for the spring 2022 semester. In addition, the online scholarship application for the 2022-2023 academic year is available online now through March 1st. Please encourage those you know to apply for these wonderful opportunities!
Holiday stewardship activities are underway, as we recognize those individuals who generously give to the Foundation in support of ICC and our students. Thanksgiving activities include the Phone-a-thank-a-thon, where members of the Foundation Board of Directors call donors who have given more than $500 annually. These calls are simply a way to say “thank you” for supporting the College and our students. Around 1,500 holiday cards will be sent in early December to donors, alumni association members and friends of the Foundation. In addition, a holiday gift will be sent to the Foundation’s generous donors who have donated $1,000 or more this past year. All these activities are crucial to the Foundation’s stewardship and cultivation efforts.

Thank you to those Board of Trustees who were able to join the ICC Educational Foundation at the Workforce Sustainability Center ground-breaking ceremony on Monday, October 25, 2021. The event hosted a wonderful celebration kicking off construction of the Center, while recognized those donors who have generously pledged their support to the project. The new Workforce Sustainability Center will accelerate workforce development and manufacturing in our region, while filling critical labor market voids in our community.