

**Illinois Eastern Community Colleges**  
**Strategic Enrollment Planning Council (SEPC) Minutes**

**January 25, 2023**

**12:00 p.m. – 4:00 p.m.**

The SEPC held a strategic meeting on January 25, 2023.

**Participants:** Dr. Ryan Gower, Ms. Sheryl Childers, Mr. Alex Cline, Mr. Roger Eddy, Dr. Jay Edgren, Dr. Matt Fowler, Mr. Ryan Hawkins, Ms. Amber Malone, Ms. Jessica McDonald, Mr. Brandon Weger

**Not Participating:** Ms. Andrea McDowell

**Welcome:** Dr. Gower welcomed the Council and provided the group with an overview of the agenda. He asked Jessica McDonald, who is now filling the role of part-time Director of Strategic Communications, to share with the group her background. The SEPC welcomed her to the council as an Ex-Officio member.

**1. Employee Satisfaction Results Overview (Weger & McDonald)-**

Brandon Weger and Jessica McDonald provided an analysis of the results of the Employee Satisfaction Survey. Mr. Weger provided an overview of the quantitative data while Ms. McDonald provided an analysis of the comments provided by those who completed the survey. The major overarching theme across all survey questions was more frequent and strategic communication within and across the college structures. A focus group of faculty with a specialization in communication and organizational behavior will be pulled together in Spring 2023 to discuss messaging and channels for improving communication.

Other themes that were strongly represented in the data included:

- a. More time for collaboration across departments and divisions
- b. Creation of pipelines for talent development/advancement
- c. Re-examination of the IECC pay structure

- d. Non-monetary awards or ways to demonstrate recognition and appreciation
- e. More stakeholder involvement in decision making

The Employee Satisfaction Survey was intended to be a “pulse survey” with the goal of understanding the current view of IECC from staff and faculty as well as identify areas for improvement. Campus leadership will be discussing ways to improve on these themes on each campus/across and the district and developing a schedule to roll out more targeted micro surveys to learn more about needs/wants/opportunities identified.

It was noted that updates are now being made to the [Chancellor's page](#). Highlights and updates on progress toward the SEPC projects can also be found on the [SEP page](#).

- 2. IECC Tuition Review (Hawkins/All)**- An internal gap analysis of IECC indicates a number of important areas where student services at all four colleges need to be enhanced. Similarly, deferred maintenance, campus beautification, and increasing payroll and healthcare costs all require leadership to explore revenue and expense streams. Ryan Hawkins reminded the SEPC that IECC is the third lowest in overall cost of attendance and that our tuition rate is tied for the lowest in the State of Illinois. The SEPC agreed to bring a tuition increase proposal to the February Cabinet for consideration. The tuition increase will not only allow the IECC budget to keep up with rising costs and necessary campus improvements, but the increase will also allow the opportunity for increased funding in areas that directly serve students (e.g. student support, LRCs, academic technology, access to mental health services, etc.).
- 3. Proposed Bond Projects (Gower)** Dr. Gower reviewed the projects that are proposed to be funded from a Spring 2023 bond issuance.
  - a. FCC – Bobcat Den Expansion
  - b. LTC – Athletic Conditioning Facility (The City of Robinson is closing the current facility)
  - c. OCC-Theater expansion/improvements. STEM classrooms on the 3<sup>rd</sup> floor are scheduled to be redone with CDB funds.
  - d. WVC – Athletic Conditioning Facility

Dr. Gower also addressed the importance of having the facilities and student services out-of-district expect to see on our campus. He also addressed the importance of the District investing in itself, specifically addressing exploration of solar power and development of affordable housing options.

- 4. Adjunct participation in CETL training (Gower)-** Dr. Gower asked for feedback following the launch of the CETL Adjunct training courses. The adjunct training courses are the first step towards efforts to develop CETL adjunct and faculty microcertificates and badges, one of the first-round projects from the [SEP](#) for AY 2023. The majority of adjunct instructors have completed the first course, with a large number of instructors completing additional courses. Jessica McDonald indicated that tenure and tenure track faculty have interest in similar opportunities and would like to provide suggestions on topics/areas for future professional development. CETL will create an interest survey and distribute to the faculty in Spring 2023. The Chancellor asked the Presidents to connect with the Deans to reach out to adjunct instructors and bring feedback regarding what is working/what is not as well as next steps for adjuncts who have not engaged the training. IECC has issued its first Educator Excellence Badge to Angie Compton.
- 5. Industrial Maintenance to WRC (Edgren/Eddy)-** Dr. Edgren announced that there will be a meeting between OCC and FCC to discuss a potential move of the Industrial Maintenance program to the West Richland Center. The Center for Business and Industry needs to have a brick and mortar location that has equipment similar to Industrial Maintenance in order to complete incumbent worker training. More information will be shared in the next SEPC meeting. Chancellor Gower mentioned ongoing discussions with Richland County Schools and the Robinson School District about vocational high schools and possible partnerships and student pipelines that could be built.
- 6. Meta-Majors Review (Edgren/McDonald/Hawkins)-** Another first-round project from the SEP is the mapping of program pathways. Dr. Edgren, who is leading this project, shared the final document with recommended Meta-Majors, Departments, and Programs for IECC. The document was created and recommended by a committee of administration, faculty, and advisors led by Paul Bruinsma. The final recommendations are:

### **Meta-Majors:**

1. Business & Advanced Technologies
2. Arts & Social Sciences
3. STEM
4. Education & Public Service
5. Health Professions

In addition, there will be a path under each meta-major for students who are undecided.

### **Meta-Majors & Departments:**

1. Business & Advanced Technologies
  - a. Agriculture & Animal Sciences
  - b. Business Management & Administration
  - c. Skilled Trades
  - d. Manufacturing
  - e. Transportation, Distribution, & Logistics
2. Arts & Social Sciences
  - a. Visual & Performing Arts
  - b. Communications
  - c. Humanities
  - d. Social Sciences
3. STEM
  - a. Computing and Information Sciences
  - b. Life Sciences
  - c. Physical Sciences
  - d. Engineering
4. Education & Public Service
  - a. Education
  - b. Law, Corrections & Public Safety
5. Health Professions
  - a. Nursing
  - b. Allied Health
  - c. Healthcare Administration

The recommendations also included new transfer programs that are proposed for the District. Dr. Gower has assigned a small group to review APES, Clearinghouse, and Labor Statistics data to determine the viability of these proposed programs. The results of that effort will be presented to the committee for review and consideration. The Meta-

Majors and Departments will be presented to the Board of Trustee for acceptance in February.

- 7. Equity in Athletics (Fowler)-** Dr. Fowler is leading the SEP project to establish athletics enrollment targets and necessary resources. With the purpose of improving the experience of student athletes, Dr. Fowler shared financial reports by college and by sport detailing the similarities and differences between funding levels. The goal is to establish baselines for roster sizes and financial allocations by sport that are consistent across the colleges while recognizing the need for local flexibility to match the resources available on each campus. There was strong agreement that the athletic programs should be better funded, and there was interest in tying funding to a performance (i.e. roster, retention, graduation) system. The Presidents will speak with coaches of each sport to finalize roster expectations and bring this to the next SEPC meeting for approval.
  
- 8. Organizational Chart (Gower)-** Dr. Gower briefly addressed units and divisions that were ready to be moved into new organizational structures. In the interest of time, this topic will be introduced at the next IECC Cabinet.
  
- 9. Other- None.**

Meeting adjourned at 4:45pm

Next SEPC Meeting: March 2<sup>nd</sup> at 12:00pm