

**JOHN A. LOGAN COLLEGE**  
Carterville, IL 62918

Minutes of the regular meeting of the Board of Trustees of Community College District No. 530, Counties of Williamson, Jackson, Franklin, Perry, and Randolph, State of Illinois, held at Carterville, Illinois, on February 25, 2014, commencing at 7:00 p.m.

The meeting was called to order by Board Chair Jake Rendleman.

The chair directed the recording secretary to call the roll:

Donald L. Brewer -- present  
Mike Hopkins -- present  
Bill Kilquist -- present  
Jackie Hancock -- present  
Cheryl Graff -- present  
John Sanders -- present  
Kayla Malone -- present  
Jake Rendleman -- present

Also present were: Mike Dreith, President; Brad McCormick, Vice-President for Business Services and College Facilities; Tim Daugherty, Vice-President for Administration; Deborah Payne, Vice-President for Instruction; Don Prosser and John Huffman, College Legal Counsel; Steve O'Keefe, Director of College Relations; Donna Glodjo, Recording Secretary to the Board of Trustees; and other College personnel.

Board Chair Rendleman led the Pledge of Allegiance.

**MINUTES OF THE JANUARY BOARD MEETING**

The minutes of the January 28, 2014 regular board meeting were previously distributed.

Jackie Hancock and Bill Kilquist moved and seconded approval of the minutes of the January 28, 2014 regular board meeting.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2983)

**TREASURER'S AND FINANCIAL REPORT (Appendix I)**

The treasurer's and financial report for the period ending December 31, 2013 was previously mailed.

Mike Hopkins and Cheryl Graff moved and seconded approval of the treasurer's and financial report for the period ending December 31, 2013.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2984)

## **EXPENDITURE LIST (Appendix II)**

The expenditure list for the period ending January 31, 2014 was previously mailed.

Cheryl Graff and Bill Kilquist moved and seconded approval of the expenditure list for the period ending January 31, 2014.

Upon roll call, all members voted yes. Motion carried.  
(Resolution #16-2985)

## **RECOGNITION OF GUESTS**

None.

## **OPPORTUNITY FOR PUBLIC COMMENTS/QUESTIONS**

None.

## **BOARD OF TRUSTEES REPORTS**

### **A. Comments by Board Chair**

Board Chair Jake Rendleman expressed his appreciation to Donna Glodjo for getting he and his wife Carolyn on a flight out of Washington, DC prior to a snow storm that hit Washington, DC during the recent ACCT Legislative Summit. He reported that he and Dr. Dreith had the opportunity to visit with most of our legislators while in Washington and said it was a very successful trip. He thanked Dwight Hoffard and his staff for their excellent efforts clearing the campus parking lots and walkways after the recent winter storm. Mr. Rendleman also expressed appreciation to Mark Kinkade for giving him access to "Announce" emails from the College. Mr. Rendleman distributed a copy of a letter from Foundation President Elaine Melby complimenting JALC athletes.

### **B. Illinois Community College Trustees Association (ICCTA)**

Trustee Jackie Hancock stated the next meeting of the ICCTA will be March 14 and 15 in Lisle, Illinois. Legislative priorities will be discussed, a pension reform seminar will be presented, and there will be a leadership presentation by the Student Advisory Committee. Ms. Hancock also reported on a campaign celebrating the 50<sup>th</sup> anniversary of the Illinois Community College System in 2015 and on a student film competition taking place statewide.

### **C. Southeast Region Trustees (SERT)**

Trustee Cheryl Graff reported the next meeting of the Southeast Region Trustees will be April 24 at the Robert L. Mees Village Centre. Docents will be available to give tours of the Harrison Bruce Historical Village to those interested at 5:30 p.m. Mike Monaghan will be present to give a legislative update, and program planning is in progress.

**D. John A. Logan College Foundation**

Trustee Jackie Hancock reported a Foundation meeting was held just prior to the board meeting. Mark Rogers and a student had given a presentation on the Yoda club's community service activities. The Foundation is in the process of recruiting new board members. The Italian Dinner served 500 people, and brought in approximately \$500 more than last year. Board Chair Rendleman asked trustees to contact Staci Bynum if they know anyone who might be interested in serving on the Foundation board.

**E. Association of Community College Trustees (ACCT)**

Board Chair Rendleman shared additional information on the recent trip to the ACCT Legislative Summit in Washington, DC. Dr. Dreith pointed out that the College receives over \$10.5 million in some type of federal funding, and said it is always good to be able to stress to the legislators the importance and impact of these dollars.

**F. Hiring Committee**

Trustee John Sanders reported the Hiring Committee had met the previous Wednesday and discussed committee campus participation (reduced committee make-up from five to three members); issues with the mandatory health insurance policy; applicant and interview numbers (numbers are high); and the committee selection processes. Mr. Sanders reported there were no real issues or concerns expressed by the committee on current hiring processes. There was a discussion on lack of applicant interviewing skills, and it was noted the College has resources to assist applicants with attaining these skills. It was suggested these resources be listed on the application materials. Clay Brewer briefly discussed the need to establish a law enforcement pool of applicants. He also noted Human Resources will soon have its own web site which will make a wealth of information readily available.

**G. Human Resources Committee**

No report. The committee plans to meet in April.

**H. Athletic Advisory Committee**

This report took place later on the agenda as part of an action item.

**I. Developmental Education Committee**

No report.

**J. Nursing Committee**

No report. Trustee Jackie Hancock said a neurologist at a local hospital had been very complimentary of John A. Logan College and the quality of its nursing graduates.

**K. Diversity Committee**

Trustee Hancock commented on a booklet produced by the College's Diversity and Inclusion program (and funded by a donation from General Dynamics), calling it an excellent publication. She reported on upcoming events, including those planned for Women's History Month.

**L. Board Building Committee**

Board Chair Rendleman reported the Board Building Committee had met and discussed the fiber optic project (which appeared later on the agenda as an action item). The committee had also discussed a Jackson County off-campus facility which is not feasible at this time due to lack of capital funds available to the College.

**M. Board Policy Committee**

Trustee Sanders said the Board Policy Committee had not met in February due to scheduling conflicts, but policies which appeared for first reading last month were on the agenda for final action.

**N. Board Finance Committee**

Trustee Mike Hopkins reported the Board Finance Committee had met and would have recommendations later on the agenda.

**O. Campus Safety Committee**

Trustee Bill Kilquist reported the Campus Safety Committee had met on February 18, and discussed the concealed carry policy which is in the board packet for first reading. He noted that according to state law, firearms cannot be stored in a vehicle in northern Parking Lot B due to the proximity to the child care facility and the alternative high school. The committee had also discussed campus policy staffing issues. Mr. Kilquist said there had been some discussion regarding having an ambulance service on campus, but it was not feasible at this time. The College will encourage training by police officers in EMT and paramedic certifications. Mr. Kilquist reported on efforts with a local company to make the College's emergency plan available on an app for smart phones. He said the new police department location is much more accessible and encouraged everyone to tour the facility. An open house is being planned.

**P. Awards and Naming Facilities Committee**

Trustee Mike Hopkins reported Steve O'Keefe is working toward finalizing the hanging of the portrait of former trustee Bill Batteau in the Batteau Room.

**Q. Student Trustee**

Student Trustee Kayla Malone reported Student Senate would like to meet with the Board of Trustees at the March board meeting.

Bill Kilquist and Jackie Hancock moved and seconded that the Board of Trustees change the time of the March 25, 2014 board meeting to 6:30 p.m. in order to accommodate an interactive meeting with the John A. Logan College Student Senate.

A voice vote showed in favor. Motion carried.  
(Resolution #16-2986)

Ms. Malone reported on the ICCB Student Advisory Committee's *Imagine Illinois* project. As part of this project JALC students will be at Barnes & Noble the following Saturday reading books to children. A voter registration drive was held recently with 20 voters registered. She announced the winners of the Miss, Mr., and Mrs. John A. Logan pageants and reported on activities of Phi Theta Kappa, the Yoda Club, and the choir. PTK induction will be on March 3; the student trustee election will be held on March 5; the spring play will be performed on March 7 and 8; a blood drive will take place on March 17; and Model Illinois Government will be held in Springfield the next week. Ms. Malone reported she will be attending Student Lobby Day on April 2 and will be attending the ICCB SAC meetings on March 13, 14, and 15.

Board Chair Jake Rendleman thanked all the board members for their participation in all the committees and for their willingness to report.

## **GROUP/ASSOCIATION REPORTS**

### **A. Faculty Association Report**

Tom Chandler reported physics professor Virgil Stubblefield is retiring and there are no immediate plans to fill his position. He reported on a new course development in the engineering curriculum and on possible expansion of dual credit courses for Carterville and Johnston City High Schools.

The College's Scholar Bowl Team, sponsored by Mr. Chandler, is currently undefeated, and if they continue, will go to state in April.

### **B. Term Faculty Association Report**

No report.

### **C. Logan Operational Staff Association Report**

No report.

## **OFFICERS' REPORTS**

### **A. Student Retention Report**

Vice-President for Administration Tim Daugherty distributed a packet of information on retention. He briefly summarized the data which showed retention rates of VFA cohort groups from fall semester 2008 through fall semester 2013. He said approximately 50 percent of our students return from one academic year to the next. Dr. Payne noted this is just the VFA cohort group and doesn't reflect the whole College – it is just select first-time, full-time students that we are tracking. This is a measurement the Higher Learning Commission has established for us to track for trend analysis.

**B. Instruction Update**

Vice-President for Instruction Deb Payne reported the Associate Degree Nursing program has a 96 percent pass rate on the NCLEX-RN exam and expressed appreciation to the nursing staff. In grant activity, we are currently looking at over \$2 million worth of grant funding, and a full report will be brought to the board next month. Dr. Payne distributed copies of an email addressing the needs of a young faculty member experiencing a serious medical situation. Donations are being accepted to help this family.

**C. Faculty Awards**

Dr. Payne reported that sociology professor Tom Chandler has been selected Outstanding Faculty Member for 2014 and Monte Franklin has been chosen Outstanding Term Faculty Member. They will be honored at Commencement in May and statewide at the ICCTA Awards Banquet in June.

**D. Dual Credit**

Vice-President Payne reported on meetings with two high school districts at their invitation to discuss additional opportunities for students through dual credit.

**E. Ice**

President Mike Dreith reported 48 tons of ice and snow removal products had been used this winter, costing approximately \$33,000.

**F. Internal Revenue Service**

President Dreith reported the IRS has offered some guidance on how colleges and universities are to count adjunct hours in relation to the Affordable Care Act. Once an employee gets to the 30-hour mark, insurance must be offered. The calculation released by the IRS is 1.25 hours per each credit hour taught, not including office hours. Dr. Dreith said the College had already done a preliminary assessment, and at this point we believe approximately 40 term faculty members will be offered health care as a part of the Affordable Care Act. He spoke of the importance of term faculty to the institution.

**G. Smoking on Illinois Campuses**

Dr. Dreith reported a bill banning smoking on Illinois campuses is moving quickly toward the Governor. He noted that SIU has made a pre-emptive move to make its campus smoke-free.

**CONSENT AGENDA**

**A. Statement of Final Construction Completion**

President Dreith recommended the Board of Trustees approve the Statement of Final Completion for the project listed below:

| <u>Project Name</u>    | <u>Project Budget</u> | <u>Actual Expenditures</u> |
|------------------------|-----------------------|----------------------------|
| Cosmetology Renovation | \$1,412,753           | \$959,167.76               |

**B. Request to Solicit Bids for Fiber Optic Extension to Digital Sign, Athletic Fields, and Annex (Appendix III)**

President Dreith recommended the Board of Trustees approve a request to solicit bids to extend the College’s fiber optic network as shown on the map in Appendix III.

Board Chair Rendleman asked Vice-President McCormick to comment on this item. Mr. McCormick said due to grant funds received through CCR&R, the College has the opportunity to extend its fiber optic network to the JALC Annex, and the main electronic sign and athletic scoreboards. He said the grant is expected to pay approximately 50 percent of the total cost of the project, and the payback period for the College would be no more than three to five years. Dr. Daugherty noted this additional service to CCR&R will provide services to families and children who need extra help getting ready for preschool.

Mike Hopkins and Bill Kilquist moved and seconded that the Board of Trustees approve all items on the Consent Agenda as recommended.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2987)

**OLD BUSINESS**

**A. Proposed Board Policy Revisions/Additions (Appendix IV)**

The Board Policy Committee had presented the following board policy revisions/additions to the Board of Trustees for first reading at its January 28 meeting, and the policies were brought back for final approval:

- Board Policy #5221A – Hours and Compensation (for Non-Union Operational Staff)
- Board Policy #5251 – Non-Union Operational Staff Course Work
- Board Policy #5320 – Evaluation of Instruction
- Board Policy #8110 – Admission to John A. Logan College

President Dreith recommended and Cheryl Graff and Mike Hopkins moved and seconded that the Board of Trustees approve revisions/additions to the above listed board policies as recommended by the Board Policy Committee and as included in Appendix IV.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2988)

**B. Recommendation of the Athletic Advisory Committee**

Trustee and Athletic Advisory Committee Member Don Brewer reported the Athletic Advisory Committee had met again recently. He stated the main issues being looked at for some time by the

committee have been Title IX compliance, the somewhat controversial issue of recruiting out-of-district athletes, finance/budget issues, and salaries and stipends of coaches. He said the information provided the committee by Vice-President Daugherty was fabulous, and noted there is so much good information, the committee's full report is not yet totally complete. Mr. Brewer suggested the full report be discussed with the board at a future retreat, possibly to be held in June. He said the committee is prepared to discuss two of the four areas at this time: Title IX compliance and the recruitment issue.

Mr. Brewer said the findings regarding Title IX is not as bad as some might have thought, but not as good as it could be. There is a plan to get those issues taken care of, and Dr. Daugherty would report on this later in the discussion.

Mr. Brewer said the committee is ready to make some recommendations regarding the recruitment issue, noting this is timely because recruiting season is currently underway. Mr. Brewer said quotas were discussed by the committee, but they did not feel this was a good option. However, the committee felt we had gotten away from the original concept of athletics, which was to be primarily a regional effort. The committee did not feel it was justifiable to continue scholarships to foreign students when there are students in our district who could benefit from the opportunity. Trustee Sanders cautioned we must be careful in referring to "foreign students," suggesting that we use "international students" or "students who are not citizens of the United States". Mr. Brewer said the criteria would say you have to be a U. S. citizen. Mr. Sanders suggested legal counsel should have input on this. Mr. Brewer clarified that any recommendations approved concerning this would not affect those international students who are already committed for this year and next year. He said the recommendation is that in the future, international students will not be offered scholarships. They can play on a team, but receive no scholarship money. The other part of Mr. Brewer's recommendation stated it would be "strongly encouraged and recommended to coaches that they make every effort to heavily recruit in the southern Illinois region." The recommendation continued to say that for accountability purposes, coaches will keep records of contacts and recruiting efforts which will be reported to the Athletic Advisory Committee to determine compliance with this recommendation. Trustee and Athletic Advisory Committee Member Mike Hopkins agreed with everything Mr. Brewer had said. He said he does not believe in setting quotas, and felt this would not be fair to the coaches. However, he felt there is a need for JALC coaches to maintain contacts with area high school coaches and make every effort to recruit in southern Illinois. Board Chair Rendleman shared some information from an earlier report on how many students the College attracts from many other districts, states, and countries because of the quality of our instruction. He noted JALC has become a global institution. Mr. Brewer said the committee is not saying the coaches cannot recruit outside the district, but just asking them to take a good look within district first. Trustee Sanders asked whether there is any incentive or reporting requirements. Mr. Brewer said he felt the Athletic Advisory Committee was the appropriate place for athletics to report their efforts, and it wasn't necessary to report to the full board. Mr. Sanders said that while he would like to see more in-district athletes, he does understand that handcuffing the coaches is not good when others in the conference are not playing by the same rules. Mr. Sanders expressed concern in using the term "U. S. citizen" in the requirements, saying this is an area we may not want to venture into. He suggested using language such as "someone who has not resided in the U. S. within ... a specific time limit". Board Chair Rendleman said legal counsel would need to be involved in the wording. Mr. Sanders agreed, saying we would not want to be accused of discrimination because of national origin. Dr. Daugherty said the NJCAA has rules that require an individual to be in the U. S. for a specific period of time before being eligible for athletic

scholarships. Student Trustee Kayla Malone said she agreed our priority should be local students, but she felt very uneasy about banning international student scholarships. She felt international students brings diversity to the College which gives a nice perspective. Board Chair Jackie Hancock said we are in a global society, and she believes international students should be afforded the opportunity for a scholarship. Bill Kilquist said it comes down to the mission of John A. Logan College, and he feels we are responsible for educating the residents of our district. Mr. Sanders shared some comments from a recent Diversity Committee meeting expressing concerns that we are only wanting to look at in-district athletes in order to exclude athletes of color. He said he had never thought of that as an unintended perception, and it would have to be emphasized that this is not the case. Mr. Rendleman stated that many schools in our conference do not have in-district athletes, and this is what we are up against. Mr. Brewer said he feels strongly that we must help our own. Ms. Hancock agreed we do need to help our own, but should not totally exclude international students from scholarships. Board Chair Rendleman asked legal counsel John Huffman about how the motion should be stated. Mr. Huffman said we do need to be careful how the international issue is stated. If we state something to the effect that a student must have been a resident of the U. S. for a particular time, it should be OK from a legal standpoint. It was pointed out again that the NJCAA has new rules established to address international students' residency requirements which we would fall under. Trustee Sanders said this should take care of the issue since we operate in accordance with NJCAA.

Bill Kilquist and John Sanders moved and seconded that the Board of Trustees approve the recommendation of the Athletic Advisory Committee as follows: It is strongly encouraged and recommended that John A. Logan College coaches make every effort to heavily recruit in the southern Illinois region; and for accountability purposes, coaches will keep records of contacts and recruiting efforts which will be reported to the Athletic Advisory Committee to determine compliance with this recommendation.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2989)

Don Brewer asked Vice-President Daugherty to give the board an update on Title IX. Dr. Daugherty said per the Athletic Advisory Committee's direction, an extensive review of the College's compliance with Title IX has been completed. The report was submitted to Dr. Charlotte West, a pioneer in creating Title IX evaluation rules. Dr. West had provided guidance on the study and reviewed the report. Dr. Daugherty read a brief excerpt of her statement regarding the report which said it should be noted that the data appears to be accurate, numerous, cross checked and reveals no errors. Her final conclusion included some recommendations to follow up on which have been done. Her report said the plans developed by John A. Logan College administrators to reach full compliance with Title IX "are impressive. The plan to improve the status of female athletes has been made with minimal reductions in benefits to male athletes.....Moreover the plan has been revised without a negative effect on the academic programs of the college....When these plans are fully implemented, John A. Logan College will be proud to be one of the select institutions in full compliance with Title IX." Dr. Daugherty said the College is in full compliance with two of the three areas of measurement. Recommendations have been made on the third area, known as the "laundry list". The committee has begun the process of looking at some of these. One item being looked at is roster management which will help change the makeup of the number and type of scholarships in each sport, making them more equitable. Another area this management entails is making the budget percentages align. Dr. Daugherty said it may take two or three years to fully

accomplish this. Supplies, travel, housing, and future staffing needs are other areas being looked at and should perhaps be discussed by the board when it sees the full report at its retreat. Dr. Daugherty concluded by stating the College is in compliance with Title IX, but is working on being in full compliance in all areas.

Vice-President McCormick said the Board Finance Committee has formed recommendations to assist the institution with the governing of total athletic spending going forward. Trustee and Board Finance Committee member Cheryl Graff said the intent of the first recommendation is to provide assurance that the athletic program would not consume resources dedicated to educational programming.

The first recommendation was as follows:

“In order to ensure the cost of the athletic program does not become disproportionate when evaluated in light of total college operating expenditures, it is recommended that total athletic program costs not exceed 3.5% of the average of the three (3) previous fiscal years, EXCLUSIVE of tuition and fee waivers.” (For example, when constructing the FY 2015 budget, total athletic expenditures exclusive of tuition and fee waivers should not exceed 3.5% of the average of the FY 2011- FY 2013 fiscal years.)

Ms. Graff presented the second recommendation from the Board Finance Committee as follows:

“If it becomes necessary to reduce athletic expenditures, reductions will be targeted to maintain the appropriate gender targets, as well as expenditure type targets, as set forth in the athletic study of 2014.”

John Sanders and Bill Kilquist moved and seconded that the Board of Trustees approve the two recommendations as stated from the Board Finance Committee.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2990)

Board Chair Rendleman thanked the Athletic Advisory Committee and the Board Finance Committee for their hard work.

## **NEW BUSINESS**

### **A. Tuition Increase Proposal for FY 2015 & FY 2016 (Appendix V)**

Vice-President Brad McCormick stated that no increase – and likely a decline – in state revenue is expected for the next fiscal year. No increase in local property taxes is expected either. Negotiated salary increases in contracts will cost close to \$500,000. A \$1.00 increase in tuition would generate only approximately \$75,000 in revenue. Mr. McCormick said for budgetary reasons, he needs to know what tuition rates are going to be. The Board Finance Committee has met and recommended a tuition proposal which uses the Consumer Price Index. He noted that he could not even make this proposal for more than two years, because it essentially delivers half of what has historically been done with tuition. Some new revenue is needed, and by attaching an increase to the CPI, the board would approve the methodology for both FY 2015 and 2016. However, the figures are not yet known for FY 2016 at this time.

The Board Finance Committee recommends the following tuition proposal be accepted for fiscal years 2015 and 2016:

Tuition shall be increased by the previous year's Consumer Price Index, All Urban Consumers, rounded up to the nearest whole dollar. Using a 1.14% CPI, the FY 2015 tuition increase would be \$2.00. Fiscal year 2016 tuition shall be calculated using the same methodology. If a tuition increase higher than this methodology produces is required to maintain eligibility for the ICCB Equalization Grant, the higher rate will be reported to the Board of Trustees.

President Dreith recommended and Mike Hopkins and Cheryl Graff moved and seconded that the Board of Trustees approve the tuition rate calculation methodology which uses CPI as the basis for increases for FY 2015 and FY 2016, which results in an in-district, tuition rate for FY 2015 of \$99.00.

A voice vote showed all in favor with the exception of Student Trustee Kayla Malone who voted no. Motion carried.

(Resolution #16-2991)

**B. First Reading of Proposed New Board Policy (Appendix VI) (NO ACTION)**

The Board Policy Committee presented the following proposed new board policy to the Board of Trustees for first reading:

Board Policy #3373 – Weapons and Firearms

It was noted the proposed policy has been reviewed by legal counsel and the Campus Safety Committee. It will be brought back to the board for final approval at the March 25, 2014 board meeting.

**C. Establish Date for Open House at New Campus Police Facility**

Board Chair Rendleman stated it was desirable to establish a date to hold an open house at the new Campus Police facility. After a brief discussion it was determined April 9 would be the best date.

Mike Hopkins and Bill Kilquist moved and seconded that the Board of Trustees approve Wednesday, April 9, 2014, from 1:00 to 3:00 p.m. as the date and time for an open house for the new Campus Police facility.

A voice vote showed all in favor. Motion carried.

(Resolution #16-2992)

**D. Consideration of Board Retreat and Presidential Evaluation**

Board Chair Rendleman stated it was desirable to establish a date during the month of June for a Board of Trustees retreat and presidential evaluation. The board was in agreement that a retreat should be held and suggested a decision on an exact date and time be made later.

Don Brewer and Mike Hopkins moved and seconded that the Board of Trustees hold a retreat and presidential evaluation in the month of June, at a date and time yet to be determined.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2993)

### **CLOSED SESSION**

Board Chair Jake Rendleman stated it was desirable to hold a closed session to discuss the appointment, employment, and compensation of specific individuals, and pending litigation; and that he would appreciate board action and a roll call vote to that effect.

Mike Hopkins and Cheryl Graff moved and seconded that the regular meeting of the John A. Logan College Board of Trustees be declared in closed session.

Upon roll call, all members voted yes. Motion carried.  
(Resolution #16-2994)

The meeting was declared in closed session at 9:00 p.m.

The meeting was declared back in regular session at 10:20 p.m.

### **CLOSED SESSION MINUTES**

Jackie Hancock and Don Brewer moved and seconded that the Board of Trustees approve the content of the closed session minutes of January 28, 2014, but that these minutes not be made available for public inspection at this time.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2995)

### **PERSONNEL**

#### **Operational Staff**

President Dreith recommended Sharyl Melvin be employed as a full-time, grade IV, secretary IV (chief information technology officer) effective March 10, 2014.

President Dreith recommended Gabriela Lovell be ratified as a part-time, grade III, student financial assistance specialist III effective February 3, 2014.

#### **Maintenance/Building Staff**

President Dreith recommended the board approve a change of retirement date for Maxine L. Taylor to May 31, 2014.

#### **Campus Safety Staff**

President Dreith recommended that George Reed be employed as a part-time, campus safety law enforcement officer at John A. Logan College effective March 1, 2014.

President Dreith recommended that Chandra Boling be employed as a part-time, campus safety law enforcement officer at John A. Logan College effective March 1, 2014.

**Non-Teaching Professional Staff**

President Dreith recommended Morgan Chester be employed as a part-time, grade III, reference librarian effective March 3, 2014.

President Dreith recommended the Board of Trustees approve the retirement request of Vice-President for Instruction Deborah Payne effective May 31, 2014.

President Dreith recommended the Board of Trustees approve the retirement request of Vice-President for Administration Tim Daugherty effective May 31, 2014.

**Full-Time Faculty**

President Dreith recommended Glenn Parker be employed as a full-time, 12-month continuing faculty supervising dentist effective June 9, 2014.

President Dreith recommended the board approve a change of retirement date for history professor Thomas P. Carroll to May 31, 2014.

President Dreith recommended that the following full-time, tenured faculty members be offered contracts for the 2014-15 academic year:

| <b><u>Employee</u></b>    | <b><u>Full-Time<br/>Start Date</u></b> |
|---------------------------|--|
| Nathan Arnett             | 08/15/02                               |
| Cheryl Barrall            | 08/13/03                               |
| Cheryl Bernhardt          | 08/13/96                               |
| Jane Beyler               | 08/14/08                               |
| Nicole Borrenpohl         | 08/20/09                               |
| Debra Boyke               | 08/14/08                               |
| Jane Bryant               | 08/19/04                               |
| Kathleen Carl             | 08/20/90                               |
| Thomas Chandler           | 08/14/08                               |
| Stephanie Chaney-Hartford | 08/15/01                               |
| Joanna Christopher        | 08/19/91                               |
| David Cochran             | 08/15/01                               |
| William Connell           | 01/12/09                               |
| Sheri Cook                | 08/16/07                               |
| Nancy Crowell             | 08/14/08                               |
| Max Damron                | 08/17/06                               |
| Mike DeMattei             | 08/16/00                               |
| Joseph Dethrow            | 08/18/05                               |
| Richard Deutsch           | 08/13/03                               |
| Michiko Eberle            | 01/21/92                               |
| Eric Ebersohl             | 08/17/87                               |

| <u>Employee</u>      | <u>Full-Time<br/>Start Date</u> |
|----------------------|---------------------------------|
| Charles Ellett       | 08/18/93                        |
| James Elliott        | 08/18/05                        |
| Scott Elliott        | 08/17/98                        |
| Robert English       | 08/19/92                        |
| David A. Evans       | 08/14/08                        |
| Donna Farris         | 08/17/95                        |
| Janet Followell      | 08/17/06                        |
| Donna Ford           | 08/15/96                        |
| Jo Forer             | 08/18/94                        |
| Della Fulk           | 08/18/98                        |
| Matt Garrison        | 08/18/05                        |
| Kathy Gibson         | 08/18/98                        |
| Kathirave Giritharan | 08/21/90                        |
| Maudie Graham        | 08/15/01                        |
| James Gundlach       | 08/18/94                        |
| Carla Haas           | 08/18/11                        |
| Heather Hampson      | 08/15/07                        |
| Leila Jo Hart        | 08/19/92                        |
| Pamala Hays          | 08/18/94                        |
| Marilyn Haywood      | 08/15/07                        |
| Debra Hess           | 08/21/89                        |
| Lora Hines           | 08/18/94                        |
| Julie Horecker       | 08/15/95                        |
| Sharon Jenkins       | 07/01/08                        |
| Jennifer Jeter       | 08/16/07                        |
| Denis Junge          | 08/21/89                        |
| Pamela Karns         | 02/01/00                        |
| Keith Kendrick       | 08/16/99                        |
| Kathi Kibler         | 08/16/99                        |
| Perry Knop           | 01/19/93                        |
| Mikeal Kos           | 08/20/09                        |
| Keith Krapf          | 08/19/91                        |
| Richard LaSalle      | 08/18/11                        |
| Lisa Majewski        | 08/14/08                        |
| Doris Malone         | 01/12/09                        |
| Valerie Newberry     | 01/03/00                        |
| Denise Orrill        | 08/15/07                        |
| Ronald Parks         | 08/21/89                        |
| Melanie Pecord       | 08/14/96                        |
| Kemberly Pinto       | 08/20/09                        |
| Faelene Ragan        | 08/22/89                        |
| Lee Rawson           | 08/17/98                        |
| Terri Rentfro        | 08/18/86                        |
| Joseph Roach         | 08/15/07                        |
| James Mark Rogers    | 08/17/06                        |
| Diane Rudolph        | 08/20/09                        |

| <u>Employee</u>      | <u>Full-Time<br/>Start Date</u> |
|----------------------|---------------------------------|
| Debra Russell        | 08/14/08                        |
| Mikolaj Sawicki      | 08/19/93                        |
| David Michael Seagle | 08/14/96                        |
| Robyn Stevens        | 08/19/04                        |
| Jason Stutes         | 08/15/07                        |
| Sherry Sullivan      | 08/17/06                        |
| Jason Tanner         | 08/16/07                        |
| Cheryl Thomas        | 08/17/06                        |
| Marilyn Toliver      | 08/19/92                        |
| Sue Trammell         | 08/15/01                        |
| Drew Tucker          | 01/14/08                        |
| Greg Walker          | 08/16/00                        |
| Jennifer Watkins     | 08/14/08                        |

President Dreith recommended that the following full-time, non-tenured faculty members who have not completed three years of employment with John A. Logan College, but have been evaluated positively, be offered one year, non-tenured contracts for the 2014-15 academic year:

| <u>Employee</u> | <u>Full-Time<br/>Start Date</u> |
|-----------------|---------------------------------|
| Molly Alter     | 08/16/12                        |
| Trenton Crews   | 07/09/12                        |
| Eric Heiple     | 01/13/14                        |
| Abel Kinser     | 08/15/13                        |
| Amy Mathes      | 08/15/13                        |
| Jodie Mays      | 08/15/12                        |
| Jose Mendez     | 08/15/13                        |
| Martha Peebles  | 08/15/13                        |
| David Sackris   | 08/15/13                        |

President Dreith recommended that the following 12 month, full-time, tenured faculty members be offered contracts for the 2014-15 academic year:

| <u>Employee</u> | <u>Full-Time<br/>Start Date</u> |
|-----------------|---------------------------------|
| Adam Rubin      | 07/01/08                        |
| Edwina Whittler | 07/01/08                        |

President Dreith recommended that the following 12 month, full-time, continuing faculty member be offered a contract for the 2014-15 academic year:

| <u>Employee</u> | <u>Full-Time<br/>Start Date</u> |
|-----------------|---------------------------------|
| Sara Foster     | 07/16/13                        |

### **Term Faculty**

President Dreith recommended that Sara Hawkins be ratified as a part-time substitute instructor of interpreter preparation at John A. Logan College effective February 1, 2014.

President Dreith recommended that Brandon Johnson be ratified as a part-time instructor of graphic design at John A. Logan College effective January 22, 2014.

President Dreith recommended that Lauren Macklin be ratified as a part-time instructor of biology at John A. Logan College effective January 13, 2014.

President Dreith recommended that Bryce Parks be ratified as a part-time instructor of machining at John A. Logan College effective January 21, 2014.

President Dreith recommended that Jamie Pfister be ratified as a part-time instructor of mathematics at John A. Logan College effective January 13, 2014.

President Dreith recommended that Heidi Zsido be ratified as a part-time substitute instructor of cosmetology at John A. Logan College effective February 14, 2014.

### **Continuing Education Staff**

President Dreith recommended that Amanda Creely be ratified as a Training for Security Guards (Beg.) instructor at John A. Logan College effective January 27, 2014.

President Dreith recommended that John Reeder be ratified as an eBay – Tricks of the Trade instructor at John A. Logan College effective January 22, 2014.

President Dreith recommended that Becky Sipe be ratified as an Internet – A Practical Guide (Facebook for Beginners) instructor at John A. Logan College effective January 27, 2014.

President Dreith recommended that Becky Sipe be ratified as a Computers for Older Beginners instructor at John A. Logan College effective January 27, 2014.

President Dreith recommended that Becky Sipe be ratified as an Internet for Older Beginners instructor at John A. Logan College effective January 27, 2014.

### **Grant Personnel**

President Dreith recommended Robin Humphries be ratified as a full-time, grade III, early childhood assistant III effective February 10, 2014.

President Dreith recommended that Angelina Mabrey be ratified as a part-time adult secondary education instructor at John A. Logan College effective February 6, 2014.

John Sanders and Mike Hopkins moved and seconded that the Board of Trustees approve all personnel items as recommended.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2996)

### **Dean for Institutional Effectiveness**

John Sanders and Mike Hopkins moved and seconded that the Board of Trustees approve the employment of Cindy Johnson as a full-time, grade XI, dean for institutional effectiveness effective March 1, 2014.

Upon roll call, members voted as follows: Bill Kilquist – no; Jackie Hancock – no; Cheryl Graff – yes; John Sanders – yes; Don Brewer – yes; Mike Hopkins – yes; Kayla Malone – yes; and Jake Rendleman – yes. Motion carried.  
(Resolution #16-2997)

### **ANNOUNCEMENTS**

None.

### **ADJOURNMENT**

John Sanders and Cheryl Graff moved and seconded that the regular meeting of the John A. Logan College Board of Trustees be adjourned.

A voice vote showed all in favor. Motion carried.  
(Resolution #16-2998)

The meeting was duly adjourned.

Respectfully submitted: Donna Glodjo, Recording Secretary to the Board of Trustees

Jake Rendleman, Chair

Cheryl Graff, Secretary