



# Fall 2023 - Convocation

The “Main Thing”

# The Main Thing

- What is our Main Thing?
  - *Our Mission Statement is: “To enrich lives through learning and community engagement”*
- *ENRICH LIVES...*

# The Main Thing and Alignment

*Alignment* : What is Alignment?  
Why is it important in relation to our  
Main Thing?

# Restructure of Cabinet and Extended Cabinet



# Restructure of Cabinet and Extended Cabinet

- Why??
  - Improve communication across all areas
  - Improve meaningful input from all members
  - Discovery
    - What are the issues, needs, hurdles
  - Decision making
    - Action planning
    - Developing Workflows
    - Assigning Tasks
  - Outcomes
    - Minutes distributed to all members once a week
    - Reports on Tactics and Tasks across Campus on a regular basis

# Meeting Structure Update effective 07/01/2023

## EXECUTIVE TEAM

*(meets weekly on Mondays)*

- President Kirk Overstreet
- Provost Stephanie Chaney Hartford
- VP & CFO Stacy Buckingham/Susan LaPanne
- Legal Counsel Rhett Barke

## PRESIDENT'S CABINET

*(meets weekly on Wednesdays)*

- President Kirk Overstreet
- Provost Stephanie Chaney Hartford
- VP & CFO Stacy Buckingham/Susan LaPanne
- AVP IER Jordan Mays
- AVP HR Johnna Herren/Stephanie Harner
- AVP Marketing/Public Relations Steve O'Keefe
- Exc. Director of Foundation and AVP for Advancement Staci Shafer
- Legal Counsel Rhett Barke
- Director of Legislative Affairs Susan May

# Meeting Structure Update effective 07/01/2023

## EXTENDED CABINET

*(meets quarterly in August , November, February, and May and monthly as part of the All Administrators Team meeting)*

- **Asst. Provost Academic Affairs (vacant)**
- **Asst. Provost Student Affairs Christy Stewart**
- **Chief of Police Allan Willmore**
- **Athletic Director Greg Starrick**
- **AVP for Integrated Technology Scott Elliott**
- **AVP for Construction Jeremy Sargent**
- **Dean of CTE and Workforce Education Scott Wernsman**
- **Dean of Allied Health/Director of Nursing Kristin Yosanovich**
- **Dean of Liberal Arts and Sciences Nathan Arnett**

## ALL TEAMS

*(meets monthly on the Mondays before BOT meeting)*

## DIRECT REPORTS TO PRESIDENT

*(meets with the President once a month)*

- **Chief of Police Allan Willmore**
- **Athletic Director Greg Starrick**
- **AVP for Construction Jeremy Sargent**

# Report on 22-23 Goals

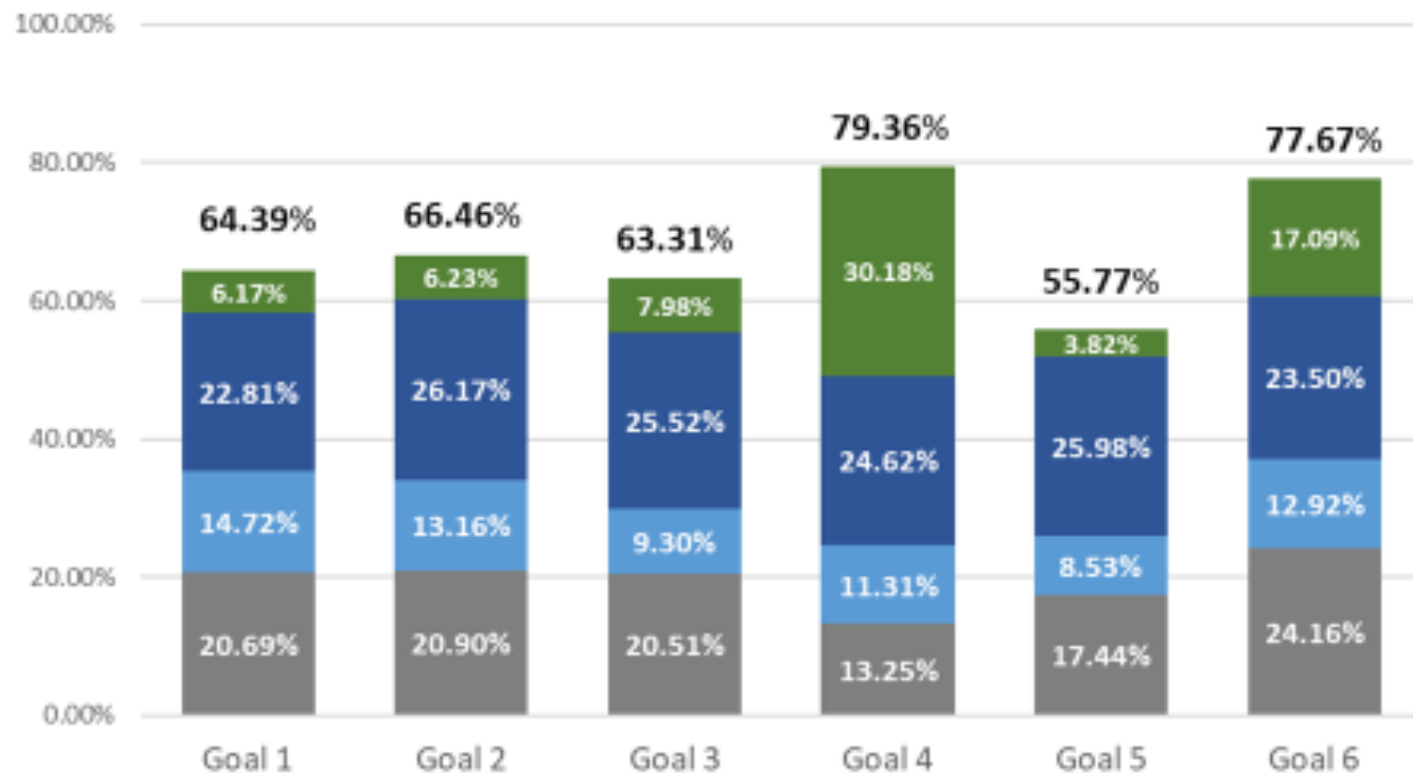
End of FY 23

# Institutional Goals

- 1) Cultivate a healthy and safe community that fosters learning and productivity.
- 2) Define and use data to support student success and institutional decision making.
- 3) Implement practices that promote JALC core values of student-centered, integrity, respect, community, and optimism.
- 4) Position JALC as a strategic partner for the betterment of southern Illinois.
- 5) Provide internal and external communication that is consistent and accurate.
- 6) Support a diverse, equitable, and inclusive environment that empowers individuals to perform at the highest level.

# Institutional Goals

End of FY23: Year 1 - SLRP Goals



Strategy Analysis

Goal		Count	FTE Count
1	Cultivate a healthy and safe community that fosters learning and productivity.	96	50.25
2	Define and use data to support student success and institutional decision making.	68	23.67
3	Implement practices that promote JALC core values of student-centered, integrity, respect, community, and optimism.	119	46.17
4	Position JALC as a strategic partner in the economic development of southern Illinois.	27	9.17
5	Provide internal and external communication that is consistent and accurate.	76	39.25
6	Support a diverse, equitable, and inclusive environment that empowers individuals to perform at the highest level.	96	33.50
Total Strategies			202



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# Strategic Pillars

How did we do?

# Strategic Pillars

## Student Success

- **1.1 Champion student success through a commitment to access, diversity, equity, and inclusion.**
- **1.2 Improve student persistence, completion, transfer, job placement, and lifelong learning.**
- **1.3 Deliver excellent academic programs that adapt and respond to student and community needs.**
- **1.4 Provide innovative services and technologies to meet the changing needs and expectations of students**



# Strategic Pillars

## Arts, Culture, and Community Engagement

- **2.1 Foster an equitable and inclusive community which enhances life through arts, culture, and community engagement.**
- **2.2 Be a regional leader in community engagement through opportunities to attend cultural programming, exhibits of fine and performing arts, athletic events, and enhanced offerings for health and wellness.**
- **2.3 Deliver responsive programming to support life-long learning.**

# Strategic Pillars

## Regional Career and Economic Development

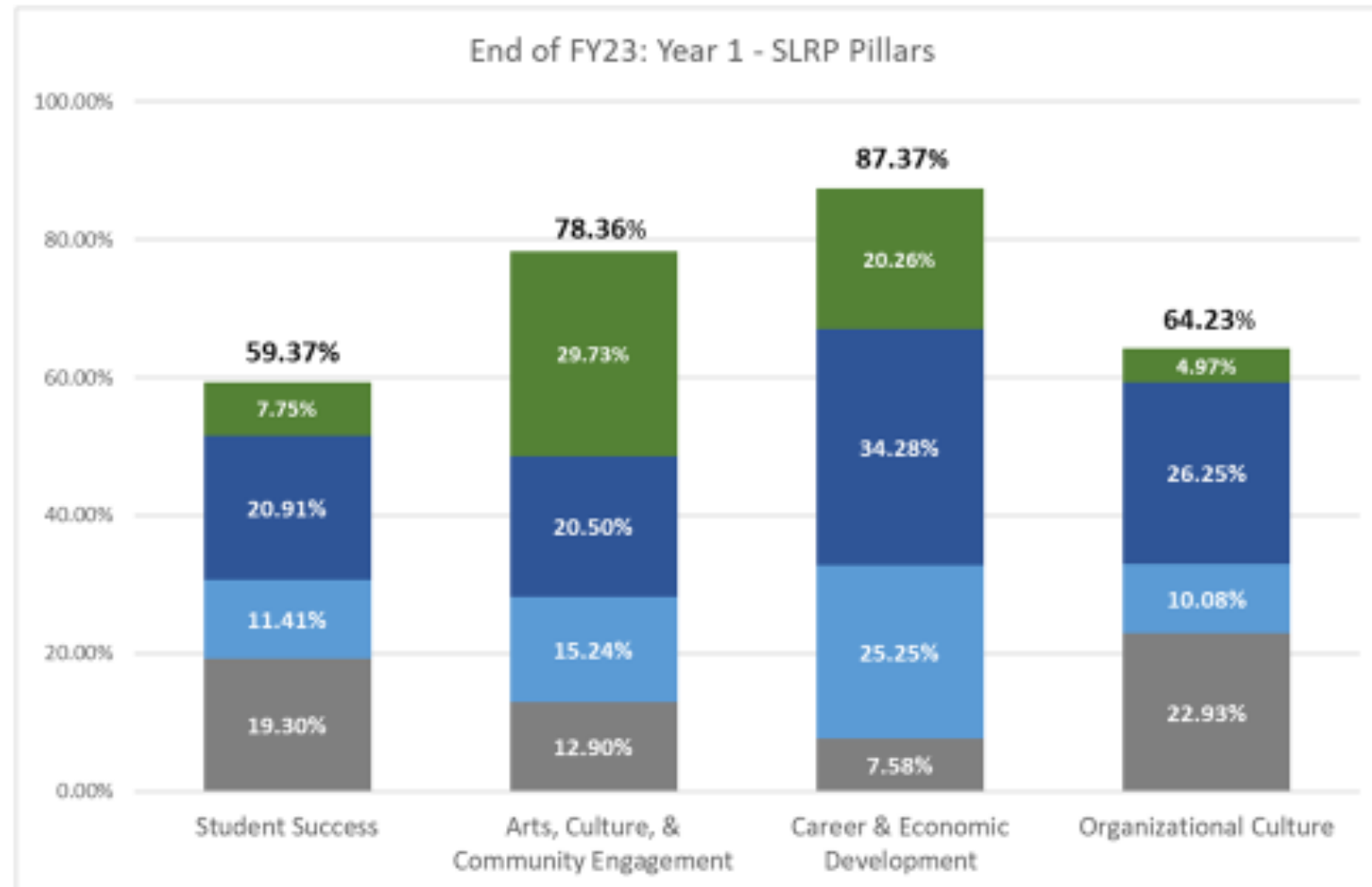
- **3.1 Promote equity and inclusion principles and practices into economic development activities.**
- **3.2 Provide training and education consistent with regional workforce needs.**
- **3.3 Partner with local and state entities to attract, expand, and retain businesses in southern Illinois.**
- **3.4 Collaborate with community and business partners to advance regional economic impact and workforce development.**

# Strategic Pillars

## Organizational Culture

- **4.1 Demonstrate a culture of service excellence by incorporating our core values of student-centered, integrity, respect, community, and optimism.**
- **4.2 Promote a safe and healthy work environment that emphasizes active listening, open communication, and collaboration.**
- **4.3 Value and promote diversity and inclusion.**
- **4.4 Empower employees through continuous improvement and learning opportunities.**
- **4.5 Improve and enhance processes and technology to support employees and operations.**

# Review of Strategic Pillars



## Strategy Analysis

Pillar	Count	FTE Count
Student Success	73	47.58
Arts, Culture, & Community Engagement	47	22.92
Career & Economic Development	22	7.92
Organizational Culture	153	123.58
Total Strategies		202



# 2023 College Employee Satisfaction Survey Results

# Employee Satisfaction Survey Results

## Response Rate

229 responses from 467 recipients

**49%** of Employees took the survey



## Survey Respondents

30% - Faculty  
12% - Administration  
45% - Staff  
13% - Unknown

## Survey Respondents

41% have Worked at JALC  
More than 10 Years

# Employee Satisfaction Survey Results

## Section 1: Campus Culture and Policies

*Overall, there was no statistical significance between the scores for JALC Employees and the Comparison Group for this section.*



### Areas for Improvement:

- Employee Involvement in Planning
- Employee Suggestions
- Communication
- Morale

# Employee Satisfaction Survey Results

## Section 2: Institutional Goals

### Same Top Four Goals as Comparison Group

- *Increase the enrollment of new students*
- *Retain more of its current students to graduation*
- *Improve the quality of existing programs*
- *Improve employee morale*



### Other Goal Suggestions:

- Recruitment
- Communication
- Diversity

### Additional Feedback:

- Communication
- Morale
- Diversity
- New Programs



# Employee Satisfaction Survey Results

## Section 3: Involvement in Planning and Decision-making

*Overall, there was no statistical significance between the scores for JALC Employees and the Comparison Group for this section.*



### Lowest Involvement:

- Students
- Staff
- Community

# Employee Satisfaction Survey Results

## Section 4: Work Environment

*Overall, there was no statistical significance between the scores for JALC Employees and the Comparison Group for this section.*

**WORK IN  
PROGRESS**

### Areas for Improvement:

- Access to Information (Communication)
- Department Budgets
- Staffing Needs
- Opportunities for Advancement
- Campus Safety

# Employee Satisfaction Survey Results

## Overall Satisfaction

JALC Score – 3.91

Comparison Group Score – 3.83

No Statistical Significance

## Overall Areas for Improvement:

- Communication
- Morale
- Diversity
- Increase Involvement of Students, Staff, and Community



## Institutional Effectiveness & Research

[Enrollment and Credit Hour Information](#)

[Student Outcomes \(Graduation Rates, Transfer Rates, Etc\)](#)

[John A. Logan College District Map \(PDF\)](#)

[Operating Budget \(Expenses and Revenues\) \(PDF\)](#)

[Faculty Information \(PDF\)](#)

[IPEDS](#)

[Economic Impact Reports](#)

[Data Dashboards](#)

[Select U.S. Census Bureau Information  
\(Counties served by John A. Logan College\)  
\(PDF\)](#)

[Student Senate Survey Results](#)

[2023 Employee Satisfaction Survey Results](#)

[Institutional Research Links](#)

## Institutional Effectiveness & Research

The primary purpose of the Institutional Effectiveness & Research is to advance the College's Mission by supporting policy formulation, planning, and decision-making by producing reliable and effective data and information in as efficient and timely a manner as possible.

[Learn More About the Office of Institutional Effectiveness & Research.](#)

### Contact Institutional Effectiveness & Research

**Phone:** 618-985-2828 Ext. 8950

**Email:** [jordanmays@jalc.edu](mailto:jordanmays@jalc.edu)



**Click Here**

# Welcome to JALC

Susan LaPanne

Vice President for Business Services and CFO

Stephanie Harner

Assistant Vice President for Human Resources

# Stacy Buckingham

Vice President of Business Services and CFO

# Thank you and Welcome

- Thank you to my Business Services Team!
  - Cindy Kohl
  - Bursar and Business Office
  - Campus Support Services
  - Information Technology
  - Purchasing and Receiving
  - Scheduling and Events
- Welcome to the new VP and CFO - Dr. Susan LaPanne
- Congratulations Provost Dr. Stephanie Chaney-Hartford

# How to prepare yourself for new experiences!

- Seek any necessary permissions
- Study your subject
- Seek expert advice if needed
- Commit yourself fully to the task
- Practice
- Execute
- Seek feedback and reflect
- Improve for next time



# Business Services - What's Happening



- Cold Blooded will return for the first day of classes
  - Cafeteria 7:30 a.m. – 2:00 p.m. Monday - Thursday
  - Coffee Shop at East entrance
- Opening a new Merchandise / Apparel store in former bookstore
- Thank you to everyone who worked so hard on the transition to the online bookstore model with eCampus.
- Hunting & Fishing Days at JALC September 23<sup>rd</sup> – 24<sup>th</sup>
- AutumnFest Craft Show at JALC November 11th – 12th

# What else is happening?

- Lease Renewals
  - SIH 3<sup>rd</sup> floor of the Communications Wing – 5 years
  - SIU HeadStart
  - Nature Conservancy at the Annex
  - IL Eastern College - Coal Mining has moved to the West Frankfort Extension

# Business Services Staff Updates

- Business Office - Jessica Taylor, Payroll Manager
- Campus Support Services - Patrick Cox, Administrative Assistant
- IT New Roles - Kori Grodzicki, Enterprise Systems Junior Engineer
- IT New Roles - Brian Sickinger, Enterprise Systems Engineer
- IT Vacancy - Manager of IT Policy, Resources, & Communications
- Purchasing - Lewis Hedrick, Retail Facilitator

# FY 2023 Year-End

- Revenues finished stronger than budgeted
  - Corporate Personal Property Replace Tax (CPPRT)
  - Interest Income – Multiple Rate Increases
- Projecting a 9% underspend in expenditures

# College's Website JALC.EDU

- “Planning Documents”
  - Financial Audits
  - Budget Documents:
    - Legal Budget – Adopted by the Board
    - Budget Analysis document

<b>FY 2024 Budgeted Operating Revenues</b>		
<b>Revenues By Source:</b>	<b>Budget</b>	<b>% of Total</b>
Local Government	8,375,000	27.47%
State Government	10,256,004	33.64%
Federal Funds	414,600	1.36%
Student Tuition & Fees	10,752,800	35.28%
Other Sources	694,000	2.25%
<b>Operating Revenues</b>	<b>\$30,492,404</b>	<b>100.00%</b>

FY 2024 Budgeted Operating Expenditures		
By Object Code:	Budget	% of Total
Salaries	19,404,768	57.08%
Employee Benefits	2,952,697	8.69%
Contractual Services	2,068,156	6.08%
Materials & Supplies	1,851,290	5.45%
Conference & Meeting	578,069	1.70%
Fixed Charges	13,480	0.04%
Utilities	1,013,510	2.98%
Capital Outlay	218,600	0.64%
Other	3,220,525	9.47%
Contingency Funds	150,000	0.44%
Transfers	2,524,000	7.42%
<b>Operating Expenditures</b>	<b>\$33,995,095</b>	<b>100.0%</b>

Summary of Fiscal Year 2024 Budget by Fund		
Fiscal Year 2024	Education Fund	Operations & Maintenance Fund
Beginning Balance	\$10,500,000	\$720,000
Budgeted Revenue	25,805,084	4,687,320
Budgeted Expenditures	26,269,028	5,202,067
Budgeted Transfers	(2,524,000)	0
Budgeted Ending Balance	<b>\$7,512,056</b>	<b>\$205,253</b>
Budgeted Deficit	(\$2,987,944)	(\$514,747)



<b>Revenues Associated with Enrollment</b> <b>Credit Hours, FTE, Performance</b>		
<b>Revenues:</b>	<b>Budget</b>	<b>% of Total</b>
Base Operating	3,091,794	10.14%
Equalization	6,662,510	21.85%
CTE Vocational Grant	370,000	1.21%
Performance Funding	10,000	0.03%
Student Tuition & Fees	10,752,800	35.28%
<b>Operating Revenues</b>	<b>\$20,877,104</b>	<b>68.51%</b>

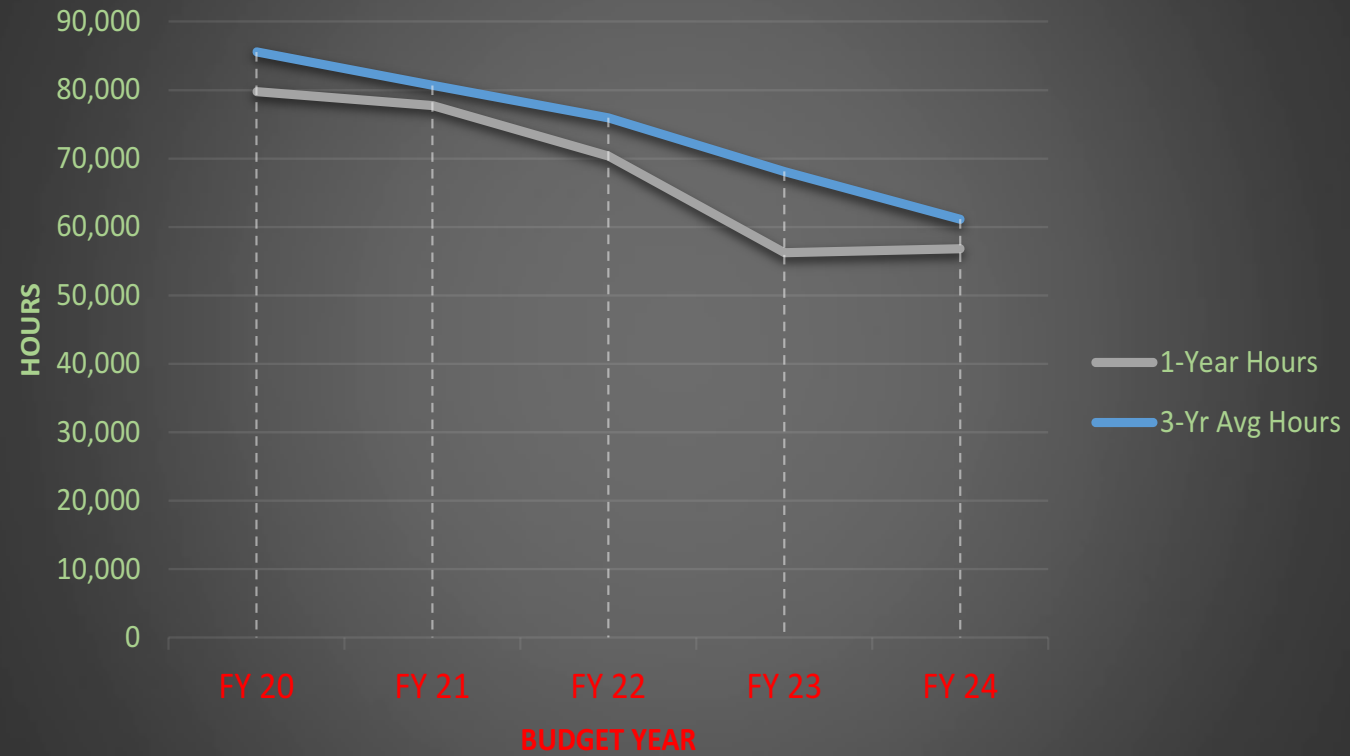
BASE OPERATING FUNDING - UNRESTRICTED CREDIT HOURS							
Budget FY Yr.	2-Year Prior	1-Year Hours	Diff in Hours	% Incr Decr	3-Year Avg Hours	Diff in Hours	% Incr Decr
20	18	79,790			85,568		
21	19	77,721	(2,069)	-2.6%	80,698	(4,870)	-5.7%
22	20	70,348	(7,373)	-9.5%	75,953	(4,745)	-5.9%
23	21	56,214	(14,134)	-20.1%	68,095	(7,858)	-10.3%
24	22	56,848	634	1.1%	61,137	(6,958)	-10.2%
25	23	58,000	1,152	2.0%	57,021	(4,116)	-6.7%

Notes:

FY 24 funded hours are not finalized with an expected minimal adjustment.

FY 25 funded hours are just estimated for illustration purposes.

## Base Operating - Unrestricted Credit Hours



	FY 2022	FY 2021	FY 2020
	Unrestricted	Unrestricted	Unrestricted
Category	Est. Hours	Hours	Hours
Baccalaureate	35,383.00	34,744.00	41,598.00
Business	4,277.50	4,036.50	4,917.00
Technical	6,281.50	6,425.50	10,356.50
Health	8,558.00	8,912.50	10,639.50
Remedial	1,228.00	1,123.00	1,653.00
ABE/GED/ASE	1,120.00	973.00	1,184.00
Total Hours	56,848.00	56,214.50	70,348.00

FY 24 Cost Estimate - Academic Affairs Reorganization			
Prior Structure:	Salary	New Structure:	Salary
Director of Nursing		Dean of Health Science & Dir Nursing	
Department Chair - Allied Health		*Assistant Dean of Health Sciences	
Associate Dean Academic Affairs		Dean of Arts and Sciences	
Associate Dean Career Tech Education		Dean of CTE and Workforce Training	
Associate Dean Workforce Comm Ed		*Assistant Dean of CTE	
Associate Manager of C & I		Manager of C & I	
<b>Total Salaries Prior Structure</b>	<b>\$465,277</b>	<b>Total Salaries New Structure</b>	<b>\$501,401</b>
Note: *Two new hires based on an annual of \$65,000. Estimates based on 12 months.		<b>Additional Salary Cost</b>	<b>\$36,124</b>
		<b>Fringe Benefits:</b> (Associate Dean Workforce) - Savings Assistant Dean Health Sciences - New Assistant Dean for CTE - New	
		<b>Benefit Increase - Health, Life, CIP</b>	<b>\$17,674</b>
		<b>Reorganization Cost Estimate</b>	<b>\$53,798</b>

FY 24 Cost Estimate - Student Affairs Reorganization			
Prior Structure:	Salary	New Structure:	Salary
Director of Academic Advisement		Assist. Manager Academic Advisement	
Coordinator Educational Resources		Coordinator of Recruitment	
<b>Total Salaries Prior Structure</b>	<b>\$154,490</b>	<b>Total Salaries New Structure</b>	<b>\$90,005</b>
Note: Estimates based on 12 months.		<b>Salary Savings</b>	<b>(\$64,485)</b>

# Fortune Cookie Advice

- Your mind is a perpetual river of valuable information.
- Allow the spark of creativity to inspire meaningful change.
- Great thoughts come from the heart.
- Look ahead for a fresh start.
- You will soon change your present line of work.

# THANK YOU ALL

- Have a great semester! I hope you are “**super**” excited!!
- Thank you to my Logan family for 33 years of support.
- It has been an honor.





# Stephanie Chaney Hartford

# Welcome and Congratulations!

- Student Affairs

- Josh Cannon
- Susan Ely
- Jodie Hines
- Patricia Jaramillo-Hyson
- Reba Ourun
- Nicole Raines
- Amanda Shelby
- Josh Starks

Coordinator of Academic Student Testing  
Administrative Assistant, Advising  
Advisor

Administrative Assistant, College Readiness  
Transfer Specialist, Student Success Center  
Assistant Manager of Academic Advisement  
Athletic Advisor  
Recruiter, College Readiness

# Welcome and Congratulations!

- Academic Affairs

- Aaron Brenningmeyer
- Devin Miller
- Renee Lacy
- Heather Nolan
- Jamie Sims
- Kim Swinford

Faculty, Nursing

Faculty, Digital Media Technology & Media Arts

Faculty, Medical Assistant

Science Lab Technician

Executive Assistant, Provost

Faculty, Dental Assisting

# Congratulations - RETIREMENT YEAR!

**Teri Campbell**

*Academic Advisor, Student Success Center*

*30 years of service*

**Cheryl Thomas**

*Professor of Biology & Department Chair of  
Life and Physical Science*

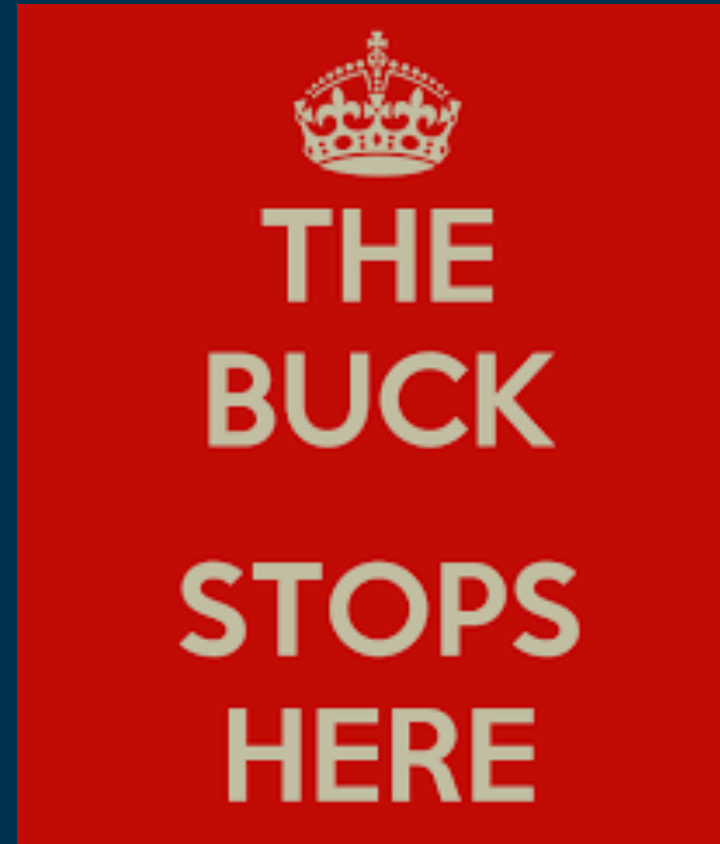
*29 years of service*



# Congratulations - RETIREMENT YEAR!



*Stacy Buckingham*  
*VP of BS*



# Highlights

- \$1,235,000 federal grant to support healthcare
- Facility Improvements
  - C/E wing (January 2024)
  - Career and Technical Center (May 2024)
- Completed DRA grant
- TRIO grant continued with 4% increase
- Relaxation Room
- Career Closet
- Snack Locker



# Initiatives for FY24

- Strategic Plan
  - Enrollment
  - Completion
  - Assessment
  - Engagement
- Annual Program Review
- Strategic Enrollment Plan



# Rachel Sveda-Webb



# FY24-27 Strategic Enrollment Management (SEM) Plan

# Primary Goal:

By Fall 2025, achieve a **4% increase in credit hours and headcount** (using Fall 22 enrollment numbers as a benchmark)

## Plan to Achieve 4% Growth:

1. Increase headcount and credit hours of the SEM cohort (students enrolled in 6+ credit hours) with a special focus on underrepresented minorities and students 25+
2. Increase Course Retention
3. Increase Student Persistence and Fall-to-Fall Retention
4. Increase Program Completions and Graduation Rates

# Tactics:

- Each goal has 5 actionable and measurable tactics (20 total)
- Complete Plan listed on JALC website

## ADMINISTRATIVE PLANNING DOCUMENTS

[Home](#) » Administrative Planning Documents

*Documents are in PDF format*

### Institutional Planning Documents

Strategic Plans

#### Strategic Enrollment Management Plan

Strategic Enrollment Management Plan FY24 – FY27

#### Strategic Long-Range Plan 2022 – 2027

Strategic Long-Range Plan 2022 – 2027  
Institutional Outcomes Report – FY 2023

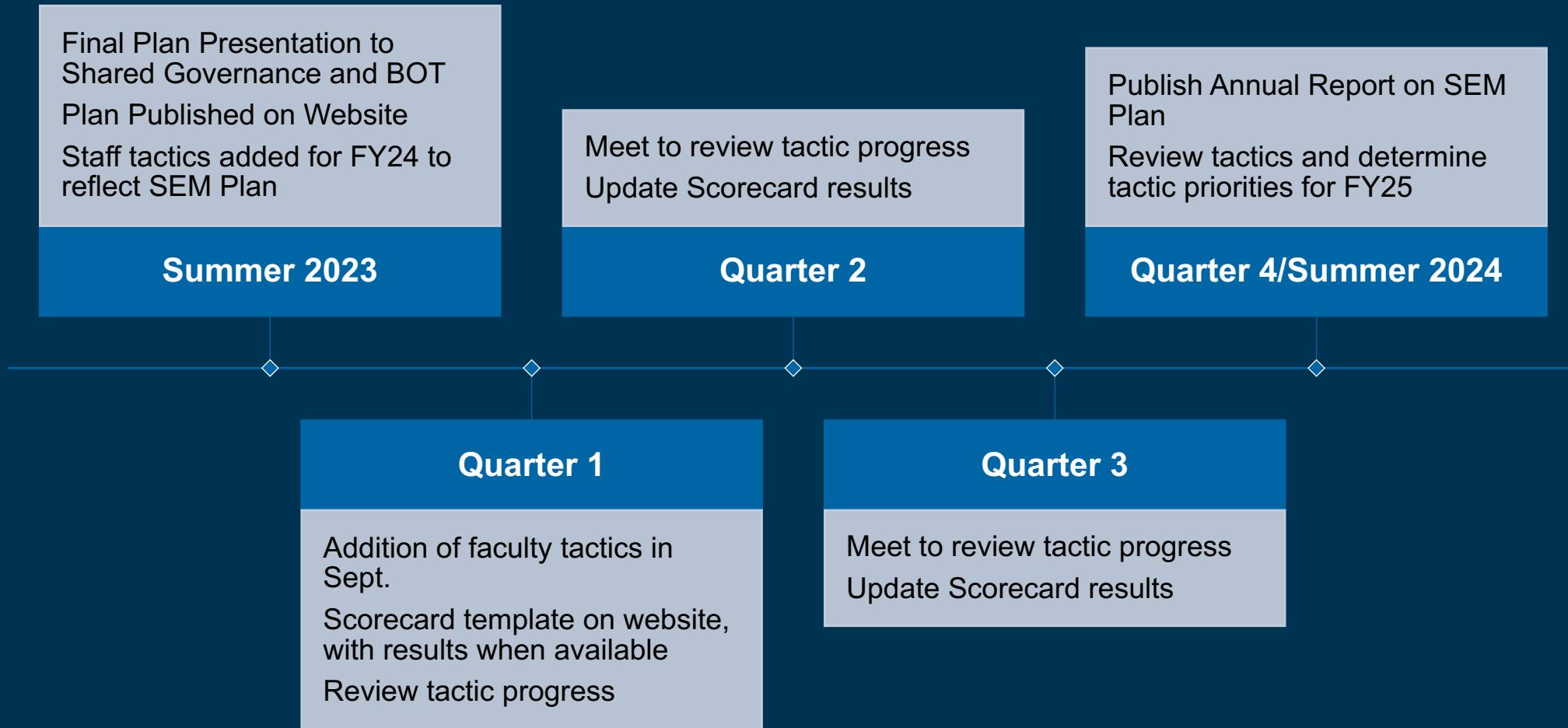
### Plans

Facilities Master Plan  
2017 Facility Master Plan  
IT Strategic Plan

### Convocation

Fall 2022 Convocation Address  
Fall 2022 Shared Governance

# Timeline for FY24 Academic Year:



# Allan Willmore and Travis Geske

# Virtual Panic Button



# Johnna Herren



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# Welcome New Employees

# 5 Years

- 
- Kara Bevis
  - Esmarie Boyles
  - Andrew Carr
  - Teresa Coleman
  - Rebecca Corbit
  - Wayne Griffith
  - Tracie Griffith
  - Greg Murphy
  - Dustin Myers

- Sue Neal
- Prachi Parashar
- Jeff Parson
- Carol Porritt
- Zachary Stacy
- Greg Starrick
- Rachel Sveda-Webb
- Scott Ward




# 10 Years

- Roger Banovz Jr.
- Missy Brown
- Ramon Campos
- Sharilyn Cowan
- Launa Davis
- Travis Geske

- Christina Loyd
- Emily Monti
- Krystal Reagan
- Gina Simpkins
- Pixie Vaughn



# 15 Years

- 
- Jane Beyler
  - Bill Burnside
  - Thomas Chandler
  - Sheri Counce
  - Debbie Crompton

- David Evans
- Toyin Fox
- Gretchen Kohlhaas
- Jenifer Rongey
- Debra Russell



# 20 Years

- Cheryl Barrall
- Nikki Brooks
- Andrew Garrett
- Scott Hunziker
- Richard Layne



# 25 Years


- Julia Bedar
- Stephanie Chaney Hartford
- Scott Elliott
- Debbie Hedges
- Jacqueline Massie
- Karla Tabing



# 30 Years

- Tracie Zoller





**Thank you.  
Have a great  
fall semester!**