

JOHN A. LOGAN COLLEGE
Carterville, IL 62918

Minutes of a retreat 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 June 17, 2014, commencing at 5:00 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	--	absent
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 Student Affairs and Community Education; John Huffman, College Legal Counsel; Donna Glodjo, Recording Secretary to the Board of Trustees; and Mike Monaghan, Executive Director of the Illinois Community College Trustees Association.

OPPORTUNITY FOR PUBLIC COMMENTS/QUESTIONS

None.

OPEN SESSION ITEMS

A. Athletic Advisory Committee Report/Discussion

Trustee and Chair of the Athletic Advisory Committee Don Brewer asked Vice-President for Student Affairs and Community Education Tim Daugherty to report to the board. Dr. Daugherty distributed a copy of Revised Recommendations for Title IX Compliance of John A. Logan College Intercollegiate Athletics which had been approved by the Athletic Advisory Committee. He summarized each of the committee's recommendations which were as follows:

- 1) "If housing is part of a scholarship, it is recommended that beginning FY 2015, athletes of all sports programs will be assigned College designated apartments. To accomplish this, the athletic director needs to create a department policy approving housing arrangements."

Dr. Daugherty noted this was a recommendation from Dr. Charlotte West and the committee agrees. Don Brewer commented this would not involve more money, but is a sex equity matter. Trustee Kilquist asked if all athletes have housing scholarships. Dr. Daugherty said scholarships are broken down in many different ways – not all are full scholarships that include housing. He noted this recommendation will give the College more control and insures that the money is truly going for housing.

- 2) "It is recommended that the concerns identifiedas to the proportional allocation of funds of men's and women's programs be addressed through roster management." Dr. Daugherty noted that roster management can serve as a mechanism to assure the desired allocation of institutional resources as it relates to tuition, books, housing, utilities, and meals. Title IX requires that JALC scholarships will be reflective of the percentages of male and female enrollment at the College which is currently 48% men and 52% women. He briefly summarized the budget adjustments that will be made in FY 2015 – FY 2017 to properly reach these proportions. Recommendations 3 and 4 listed below are a result of the roster management process and detailed tables showing proposed budgets were contained in the document presented to the board.
- 3) "The evaluation of program travel revealed the need to increase the allocation of travel dollars for softball."
- 4) "The review of provisions and maintenance of equipment and supplies made it clear that attaining greater equity in the allocation of supplies for women's basketball, softball, and volleyball is needed."

Dr. Daugherty noted the projected budgets approved by the committee for roster management purposes are based on flat funding for athletics budgets. Trustee Brewer commented that these changes are being done in a manner that will not harm the program.

- 5) Vice-President Daugherty stated that it is prudent to plan for future staffing changes, noting that these changes may be the result of retirements, attrition, or budgetary concerns. In addition, the influence of the Affordable Care Act requires that attention be given to how part-time coaching positions are structured. The Athletic Advisory Committee made the following recommendations:
 - i. "It is recommended that upon the retirement of Athletic Director/Head Baseball Coach Jerry Halstead, these two positions be separated. At the time these positions are separated, both position descriptions will be reviewed to reflect appropriate job duties as a result of the reorganization. It should be noted that this recommendation would create an additional full-time position in the Athletic Department."
 - ii. "It is recommended that once the athletic director/head baseball coach position is split, that the stipend assistant baseball coach position be eliminated."
 - iii. "Beginning Fall 2015, the head softball coaching position will become a full-time coaching only position. This position will be treated as a new position and will be posted for applications." Dr. Daugherty explained that currently, the head softball coaching position is a stipend position while the assistant softball coach is a full-time coach/advisor position.
 - iv. "It is recommended that when the head coaching positions in men's and women's basketball, baseball, softball, and volleyball become vacant, that they be reclassified as head coaching only. Salaries will be established at the Compease rate for coaching only. Coaches wishing to advise may do so under the same arrangement as faculty advisors. Implementation of this recommendation will be evaluated during the 2014-2015 academic year." In response to a question from Trustee Jackie Hancock, Dr. Daugherty explained the arrangement for faculty advisors.

- v. “It is recommended that full-time assistant coaching positions be evaluated to determine if they are appropriately structured. Currently, assistant coaching positions are all full-time positions. If it is decided in the future that assistant coaching positions become part-time positions, it is recommended that part-time coaching contracts be limited to either 25 hours per week or 16 weeks per year with no limit on hours due to the Affordable Care Act requirement of the extension of health insurance benefits and the associated increase in the cost of athletic programs.” Dr. Daugherty stressed this will require further discussion and evaluation.
- vi. “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.” *This recommendation has already been approved by the Board of Trustees (February 25, 2014).*
- vii. “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 this report.” *This recommendation has already been approved by the Board of Trustees (February 25, 2014).*

Vice President Daugherty stated the Athletic Advisory Committee has approved these recommendations and feels we are taking the necessary steps to attain gender equity in our athletic program. Upon board approval, this will serve as a road map to plan for athletic department budgets and establish guidelines for the future of the department. Trustee and Athletic Advisory Committee Chair Don Brewer stated that Trustee Mike Hopkins had served on this committee and spent a great deal of time.

There was a brief discussion, and it was clarified that any changes to this document or specific personnel changes will be brought to the board for approval. The board always has the option to revisit if circumstances warrant. President Dreith said he feels these recommendations will strengthen the athletic department, and feels this has been a systematic and arduous process.

Board Chair Rendleman complimented the committee on its work. Trustee Brewer stated it was an excellent move to involve Title IX pioneer Dr. Charlotte West in the process. He requested that the board act upon the committee’s recommendations.

Don Brewer and Bill Kilquist moved and seconded that the Board of Trustees approve Recommendations for Title IX Compliance of John A. Logan College Intercollegiate Athletics as approved and presented by the Athletic Advisory Committee.

A voice vote showed all in favor. Motion carried.
(Resolution #16-3037)

B. Legislative Update

ICCTA Executive Director Mike Monaghan gave the board an update on legislative/budget issues. He summarized legislation affecting community colleges that had and had not passed through the General Assembly, and reported on the status of pension reform. He noted the most significant factor is the failure to extend the income tax. This will cause a reduction of around 13 percent in general revenue dollars coming into the state. He referred to a handout from the ICCB showing a breakdown of funds, noting that income tax and sales tax revenues account for a huge portion of

the state's general fund. Mr. Monaghan gave an in-depth analysis of what this will potentially mean in cuts to K-12 and higher education, stating there will eventually be devastating reductions. He stated the General Assembly has borrowed enough to make the budget for this year without the income tax extension, but there will be a huge hole in the FY 2016 budget that cannot be financed.

Mr. Monaghan distributed a handout showing the ICCB budget development for FY 2015, noting community colleges were level funded. He said 19 colleges received some funding for Veteran's grants (JALC received \$50,000), and 20 did not.

C. Comments by Board Chair

Board Chair Rendleman said the presentation distributed was given at the last ICCB meeting and encouraged the board to take the handout and study further. He drew attention to some additional information in the report.

D. ICCB Audit

Vice-President Tim Daugherty stated the College had its five-year recognition visit from ICCB in March of this year. During that review, there were issues identified with credit hours generated in the CHEC that required further evaluation. As a result, at the May meeting of the Illinois Community College Board, JALC did not receive renewal recognition but received an extension until September 2014 allowing time for additional review.

On Tuesday, June 10, ICCB auditors returned to JALC and reviewed PED records from 2010 forward. In the exit interview with Vice Presidents Brad McCormick and Tim Daugherty and Dean Cindy Johnson, potential issues were revealed. The auditors believed that some of the PED transfer courses offered in the CHEC were not eligible for claiming. Their concerns were as follows:

- The courses had no specific meeting time
- Very large sections of non-degree seeking students
- No instruction being offered
- All students were passing at mid-term and everyone received a final grade of "A"
- No one was withdrawn from the course for non-attendance
- Basically, no instruction was provided in transfer courses

Dr. Daugherty pointed out that in March 2013, some issues had been identified and an action plan developed. The plan was appropriate for students using PED courses for graduation/degree.

In addition, courses created for repeatability were questioned. For example, PED 160 (weight training and aquacise I) can be taken once and repeated three times. PED 161, 162, 163, 164 were created but were identical to 160 for the purpose of allowing individuals to have continued enrollment. Since 161-164 were identical to 160, they were not eligible for funding.

Dr. Daugherty said potential results could include removal of all PED 161-164; 171-173; and 127-128 courses from the master file. The College may have to resubmit our S3 (apportionment) claims from FY 2010 forward without these PED courses. He said we do not know for sure what this means until we get the final report from ICCB, but it could be substantial.

There was a brief discussion and Dr. Daugherty and Dr. Dreith further explained how these classes had been handled and some of the changes that have already been implemented, and Vice-President McCormick spoke briefly about the potential financial impact. Board Chair Rendleman stated that nothing could be done at this point until the final report is received.

The board took a break to have dinner from 6:10 p.m. until 6:40 p.m.

CLOSED SESSION

Board Chair Rendleman stated it was desirable to hold a closed session for the purpose of Board of Trustees self-evaluation, practices and procedures with the assistance of a representative of the Illinois Community College Trustees Association; and evaluation of the president.

Don Brewer and Jackie Hancock moved and seconded that the board retreat be declared in closed session.

Upon roll call, all members voted yes. Motion carried.
(Resolution #16-3038)

The meeting was declared in closed session at 6:44 p.m.

The meeting was declared back in regular session at 8:39 p.m.

ADJOURNMENT

John Sanders and Jackie Hancock moved and seconded that the retreat of the John A. Logan College Board of Trustees be adjourned.

A voice vote showed all in favor.
(Resolution #16-3039)

The meeting was duly adjourned.

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

Jake Rendleman, Chair

Cheryl Graff, Secretary