

# Illinois Mathematics and Science Academy®

*igniting and nurturing creative, ethical, scientific minds that advance the human condition*

## **IMSA Board of Trustees Regular Meeting Minutes November 16, 2011**

### **Call to Order**

In Chairman Isoye's absence, Vice Chairman Olszewski-Kubilius called the meeting to order at 8:18 am

### **Roll Call**

Ms. Veal called the roll.

**Members Present:** Paula Olszewski-Kubilius, Jacklyn Naughton, Luis Núñez and Erin Roche

**Members Absent:** Steven Isoye, Jay Budzik, Samuel Dyson, Sheila Griffin, Mary Kalantzis, Jack McEachern, Marsha Rosner, Christopher Koch, Geoffrey Obrzut, George Reid and Jim Rydland

### **Closed Session**

Lacking a quorum, by consensus Trustees went into closed session as a Committee of the Whole to review closed session minutes from September 14, 2011, and employment, performance and compensation of specific employees.

### **Closed Session Held**

### **Reconvene in Open Session**

The Board reconvened in open session at 9:02 a.m.

### **Roll Call**

Ms. Veal called the roll. A quorum was present.

**Members Present:** Paula Olszewski-Kubilius, Samuel Dyson, Jacklyn Naughton, Luis Núñez, Erin Roche, Marsha Rosner and Jim Rydland

**Members Absent:** Steven Isoye, Jay Budzik, Sheila Griffin (arrived 9:25 am), Mary Kalantzis, Jack McEachern, Christopher Koch, Geoffrey Obrzut and George Reid

**Liaisons and Representatives Present:** Aadi Tolappa for IMSA Student Council, Stuart Bloom for IMSA Parents Association Council, and Melvin Bacani for IMSA Alumni Association

### **Chairman's Remarks**

#### ***Resolution Honoring Samuel Dyson***

Vice Chairman Olszewski-Kubilius noted this was Trustee Dyson's last meeting and read a proposed resolution recognizing his significant contributions. She complimented Mr. Dyson on his

thoughtful and thought-provoking questions and comments, especially when the Board was in deep conversation, adding that she personally would miss him greatly. Dr. McGee remarked that Trustee Dyson's presence would continue to be felt for a long time and thanked him for his strong advocacy for underrepresented students.

A motion was made by Trustee Núñez and seconded by Trustee Naughton to approve the resolution as presented. Voting aye were Trustees Olszewski-Kubilius, Naughton, Núñez, Roche and Rosner. The motion passed by a vote of 5 ayes to 0 nays, with Trustee Dyson abstaining.

Trustee Dyson thanked the Board for the privilege of serving. He said he "deeply believes in what IMSA is doing" and in its mission. He spoke of the pleasure of discovery, of "finding things out," and said many people's lives had been changed by what IMSA does. He cited the positive attitude Dr. McLaren had shown in recent months as an example.

***In Memoriam – Judy Anderer, Robert Galvin, Robert Pritzker, LCDR Scott Sundem '90***  
Vice Chairman Olszewski-Kubilius spoke of the passing of four individuals who made significant contributions to IMSA and to humankind.

Judy Anderer was the school psychologist with whom IMSA contracted for more than 20 years to test its students with learning differences. She understood IMSA students and challenges and shared results and recommendations with real care. She sometimes stayed connected with the families helping them beyond their IMSA experience.

Bob Galvin, long-time CEO of Motorola, was a special friend of Dr. Leon Lederman, a mentor of Trustee Griffin when she was a corporate executive at Motorola, one of Dr. Stephanie Pace Marshall's key thinking partners for many years, and a great supporter of IMSA and IMSA Fund. Mr. Galvin introduced IMSA to national leaders in science and technology, spoke at several of our special events, and was a member of the IMSA Fund's Kaleidoscope Society.

Bob Pritzker built the enormously successful privately-held Marmon Group, a conglomerate of manufacturing and service companies which formed the core and has been the foundation of the Chicago-based Pritzker family business dynasty. He too was a special friend of Dr. Lederman, a thinking partner for Dr. Marshall and a great supporter of IMSA and IMSA Fund, including as a member of the Kaleidoscope Society.

Scott Sundem '90 served in various leadership roles on the USS Ohio, USS Alabama, USS Houston and USS Wyoming. He most recently was assigned as the Operations Officer on the staff of Commander Submarine Squadron 20. LCDR Sundem is survived by his wife Krisztina Nadas, IMSA Class of 1991, and their five children. At the family's request, the IMSA Fund has established a Sundem Tribute opportunity; gifts will be used to enhance programs for IMSA students on depression, stress and emotional resilience.

## **ACTION ITEM**

### **Minutes of September 14, 2011 Board Meeting Closed Session**

A motion was made by Trustee Roche and seconded by Trustee Naughton to approve the minutes of the September 14, 2011 Board Meeting closed session as presented. Voting aye were Trustees Olszewski-Kubilius, Dyson, Naughton, Núñez, Roche and Rosner. The motion passed by a vote of 6 ayes to 0 nays.

## **Reports of Liaisons**

### ***Students***

Aadi Tolappa spoke of various Intersession plans including a trip to Spain, celebrating the major Indian holiday Diwali, and planning a Career Externship Fair with representatives from various businesses, such as Microsoft and Apple, to give students insights on careers.

### ***Faculty***

Margaret Hernandez presented Dr. Dan Gleason's report highlighting examples of science and English faculty team work on Strategy 4 to demonstrate "the effectiveness of practices" which aligns with Dr. McLaren's call to document student growth in the Standards of Significant Learning.

### ***Alumni***

Melvin Bacani reviewed the IMSA Alumni Association's annual retreat attended by Dr. McGee, Ms. Veal and Paul Milano, IAA's focus on specific projects and strategic planning, retooling its mission statement, developing personalized grassroots campaigns to increase donations, helping students post-IMSA and regular Chicago regional events that will begin December 7. Trustee Naughton asked about alumni mentoring students and Mr. Bacani said that was started last year.

### ***Parents***

Stuart Bloom said parents' activities this fall include improved, comprehensive fundraising practices, assisting with Preview Day, working to enhance opportunities and programs to promote the academic, social and emotional success of students, and to publicize achievements of IMSA students in their local media, primarily for downstate. He noted that 28% of parent households had made IMSA Fund contributions totaling over \$34,000 in FY12.

### ***IMSA Fund Board***

Reporting for Dr. Marshall, Ms. Veal introduced Paul Milano, the new executive director of development who joins IMSA with broad and deep expertise in fundraising. She spoke of building fundraising capacity, successful grant work by Julie Christman and program staff, the Fund Board's initiative for Endowment, IMSA FUSION and IMSA Energy Center, and continuing efforts to strengthen the relationship between the IMSA Board of Trustees and the IMSA Fund Board of Directors.

Vice Chairman Olszewski-Kubilius said she is very impressed by the alignment of liaison activities and reports with the strategic plan.

## **Report of the Treasurer**

Mr. Furlong mentioned being ahead of last year's spending by 7%. He said he inadvertently omitted a note about exploratory conversations on a possible new IMSA-IMSA Fund agreement and the Fund's potential role in IMSA's procurement crisis. He said the annual sweeps process would start right away, much earlier than in previous years because of procurement challenges. Trustee Núñez asked how the Fund Board might help regarding the procurement situation. Ms. Veal replied that as a separate 501(c)(3), the Fund could purchase goods and services for IMSA with private gift and grant monies, and might need to do so to protect its donors and grantors. She cited Professional Field Services' difficulties purchasing services for program evaluations paid for with private grants.

Dr. McGee referenced recent legislation that provided some relief for the universities, including events and activities paid for my private funds. He said IMSA would seek the same exemptions in the upcoming session. Mr. Furlong said IMSA does not believe the state can or should supersede donor and grantor intentions.

## **Report of the President**

### **REFLECTIONS AND OBSERVATIONS**

Dr. McGee highlighted: Trustee Olszewski-Kubilius' monograph that provides a different perspective on what gifted education should be; the success of Preview Day attended by about 800 people with a "shout out" to the Admissions team, faculty, students and parents who assisted; Sodexo's Thanksgiving dinner for students; and the success of the OECD Summit which was held in Aurora through the efforts of Trustee Rydland, the presentation by Andreas Schleicher, and the vision for Aurora to become a hub of a global STEM network using international assessments and benchmarks. He commented that the area has the attention of the Department of Education. Dr. Rydland complimented Dr. McGee for his leadership on this project. Trustee Olszewski-Kubilius asked about the alignment of international benchmarks and common core standards, noting that the latter will drive teacher preparation standards in her university. Trustee Rydland said this needs to be "intentional work." Trustee Roche wondered about connecting IMSA's Standards of Significant Learning (SSLs) to PISA or common core.

### **ACTION ITEMS**

#### **Consent Agenda**

Dr. McGee recommended approval of the Consent Agenda. A motion was made by Trustee Roche and seconded by Trustee Griffin to approve the Consent Agenda as presented. Voting aye were Trustees Olszewski-Kubilius, Dyson, Griffin, Naughton, Núñez, Roche and Rosner. The motion passed by a vote of 7 ayes to 0 nays.

The following items were approved:

#### **Minutes**

September 14, 2011 Regular Board Meeting

#### **Personnel Items**

##### **Resignations**

*Walter J. Canning III, Blake R. Goble, Manuel Perez, and Joshua J. Wolfgang*

##### **New Staff**

*Bradley S. Hartman, Christina M. Kaucnik, Joshua M. Mancilla, Paul F. Milano, Severiano Moreno*

##### **Change of Status**

*Carolyn M. Johnson, Sandra J. Kehl, Richard D. Reynolds, Jessica M. Ehmler, Jared Sander*

## **Part-time Hourly Staff**

**a. Admission - Stipends**

*Micah Fogel, Margaret Hernandez, Vince Matsko*

**b. Athletic/Co-Curricular/Sponsor - Stipends**

*Richard Johnson, Sharon K. McMurray, James A. Mueller*

**Schwartzwalder Classic Girls Volleyball Tournament – October 1, 2011**

*Quintin Backstrom, Michelle L. Banks, Jessica M. Ehmler, Amanda L. Lee,  
Lauren M. Lutz, Sharon K. McMurray, James. A. Mueller, Glenn Schwartzwalder*

**Athletic**

*James Bernardini, William Bueschen, Linsey Crowninshield, William Gentzler,  
Michael Keyton, Adam Kotlarczyk, Dana Lamont, David Lundgren, Daidra Marano,  
Caitlin McMahon, Allison Miner, Vicki Morrow, James Mueller, Elizabeth Navis,  
Will Navis, Kevin Satler*

**Co-Curricular/Sponsor Stipends – 2011-2012 School Year**

*Ishmael Bew, Curtis Boyd, Vicki Burgholzer, Margaret Cain, Steven Condie,  
Peter Dong, Julie Dowling, Brad Fischer, Micah Fogel, Karen Gholson,  
Robert Hernandez, Michael Hoehn, John Jaeger, Minerva Juarez, Mark Kammrath,  
Michael Keyton, Leah Kind, Dottie Krett, Janice Krouse, Mary Beth McCarthy,  
Michelle McGhee, Keith McIntosh, Kerby Mickelson, Jill Mosshamer, Namrata Pandya,  
Pat Patankar, Don Porzio, Noah Prince, Jared Sanders, Judith Scheppler,  
Michael Sloan, Richard Stalmack, Kristin Strey, Ray Urbanski, Collin Webster,  
Sarah Wiggins,*

**c. College/Academic Counseling - Stipends**

*Diane M. Stegmeyer, Karen Gholson, Barton Gregersen, Julia Husen, Caitlin McMahon,  
Tarra M. Cosgrove, Diane M. Stegmeyer*

**d. Facilities - Stipend**

*Robert E. Houston*

**e. Human Resources**

*Karen L. Misura*

**f. Information Resource Center (IRC) - Stipends**

*Erin L. Bigger, Daniel T. Donohue, Karen Gholson, Kallie L. Mickelson*

**g. President's Office**

**FY12 Faculty/Staff Strategic Plan Co-Leaders**

*Adrienne Coleman, Jeong-hye Hwang, Mary Jane Myers, Diane L. Hinterlong,  
Janice Krouse, Donald Porzio, Peter J. Dong, Daniel W. Gleason, Branson Lawrence,  
Thomas G. Walter*

**h. Professional Field Services**

*Eugene E. Muhammad, Steven L. Willis*

- i. **Student Leadership Development – Student Life – Residential Program**  
*Daniel T. Donohue, Lani S. Gordon, Lauren M. Lutz, Kerby L. Mickelson*
- j. **Wellness - Stipends**  
*James Linden, Anne Victory*

## **2012-2013 Academic Calendar**

**Duties of the Principal/Vice President for Academic Programs – Authority for President to Name “Designee(s)” for Board policies and actions that do not include the language “or designee”**

### **Featured Agenda Items**

#### **Strategic Plan - Strategy 2**

Dr. McLaren referenced the document he shared in January about the core program, noting that while only one of 17 action plans for this strategy addressed defining the core, that plan was huge with a ripple effect throughout the entire academic program. He said faculty had implemented Professional Learning Communities to talk about student growth in the core, developed tools to assess growth over time, and made “substantial progress” on sophomores’ personalized learning plans for three years. He said the work to come needed to focus on “mastery,” commenting that a grade of “B” would demonstrate mastery but a “C” would not, though credit is given for a “C.” He pointed out that 25% of students’ grades are “C or D” and staff and the Board need to consider more and different interventions when students earn a “C,” for example extra requirements during Intersession and summer. Diane Hinterlong emphasized breaking the cycle for students who only make a “C” in the beginning because they usually do not get above that. Dr. Hernandez mentioned holistic student development, LASSI (Learning and Studies Inventory) and initiating a transcript of what a student does outside of the classroom that can be checked in three years.

Trustee Olszewski-Kubilius asked if students’ Personalized Learning Plans (PLPs) were written out and commented on the value of having online, written plans even if they want to change them later. Ms. Hinterlong said parts of the plans were written down and parts were not. Trustee Naughton said her school has an electronic Individual Learning Plan (ILP) that includes students’ goals, extracurricular service, clubs, etc., which is a nice portfolio of what the students do with plans she can access.

The Board discussed required and optional interventions, online learning, time management, identification of students who might have difficulties during the admissions process, evaluation of students’ progress after participating in a summer program and policy/budget issues. Dr. McGee said Chris Kolar is evaluating students who are likely to get a “C.” Dr. McLaren said he would like to be able to tell parents that the Board supports required summer courses for some students. Trustee Dyson asked “personalization for what? – for mastery? or for personal freedom and choice?” Trustee Naughton spoke about changing the model, assessments tied to learning targets and remediation for specific targets if they have not been mastered.

Trustee Rydland recommended that these discussions should be tied to Board action. Dr. McGee said staff expects to come back with policy or budget decisions in the future. Ms. Veal reiterated that featured agenda items were planned as a “strategic learning agenda” for the Board and to set

the stage for policy recommendations and questions to come. Aadi Tolappa pointed out that when looking at personalization and intervention opportunities for students, the motivations of students should be considered, for example, are they struggling in one area because they are choosing to pursue mastery in other areas?

### **Data Reporting: Staffing**

Dr. McGee introduced Mary Spreitzer, executive director of human resources. Ms. Spreitzer pointed out some of the challenges to preparing the staffing report, especially due to the fact that data is stored in and pulled from two different systems, HR and payroll. She said IMSA's HR system has limited capacity and only 250 slots, not enough for current and former employees. She said she hopes to use the data in this report as a baseline to show trends and compare to other institutions.

She commented on succession planning, recruiting, hiring and retention, stating that what jumped out to her was the overall turnover rate which is higher compared to the Academy's industry and region, and discounting the residence halls, the majority of turnover still comes from the separation of employees under the age of 30 and from employees with less than five years of service (40% of the staff). She pointed out that as a significant percentage of IMSA's workforce approaches retirement, it is very important to develop retention strategies to develop and promote the engagement of new employees. She said IMSA might need some new/different policy and budget decisions to help attract and retain employees.

Trustee Olszewski-Kubilius asked about historical data for the past ten years regarding why employees leave. Steve Zant responded that the HR system only has four years of data. Mr. Furlong added that IMSA is required to use the state payroll system which is much older and has not received funding to update this.

The Board discussed ideas for retention, training and system upgrades. Trustee Naughton wondered if students could write a program for a homegrown system. Trustee Olszewski-Kubilius recommended moving this up the priority list.

### **Information Items for Discussion**

#### **Intellectual Property Policy – Extended Exploration**

Ms. Veal outlined the process of this policy development and plans to illuminate key issues through scenarios. She said extensive discussion at the October Executive Committee meeting would inform the next draft of the policy and asked the Board for input at this meeting in the form of specific questions for the FAQs and recommendations for income/revenue sharing.

Jim Gerry reviewed several scenarios involving IMSA students and staff, noting that some liberties were taken in interpreting the policy. The scenarios illustrated three main things, the circumstances under which IMSA and individuals have interests, the role of the IP Committee, and the question of income/revenue sharing.

IMSA attorney Darcee Williams briefly reviewed the red-lined changes to the policy after the September Board meeting and with additional comments and questions from Trustee Budzik and several IMSA staff. She reviewed several needs and options for the Board on how to handle income sharing.

The Board discussed various questions and issues, including faculty input, the use of State resources, the role of parents in matters involving student-created IP, how the Board would deal with copyright infringements, the possibility of giving a department/team a percentage of income sharing, and the policies and practices of other leading educational institutions. Trustee Rosner recommended that the Academy look at MIT and Stanford.

Ms. Williams and Ms. Veal thanked Trustees for their comments.

### **Preview of IMSA Online Learning Visioning and Design Charrette**

Dr. McGee previewed the Design Charrette scheduled for December 2-3 which would help IMSA develop a shared vision and framework for IMSA's online learning presence. He said he was excited to secure a widely recognized keynote speaker and a skilled facilitator. He noted that five staff recently attended a national conference for online learning in Indianapolis. He said he was pleased that "we are oversubscribed for internal attendees."

*Trustee Roche left at 12:00 noon.*

Trustees Olszewski-Kubilius and Rosner asked about external experts' participation. Britta McKenna said current registrants were 21 internal and 17 external. She said the conversation was not to be about technology but about producing a vision and determining a strategy. She said Trustee Naughton, vendors and Intel were among the experts who would participate. She thanked Chris Kolar for recommending renowned expert Yusra Laila Visser as the keynote speaker.

Dr. McGee and Ms. McKenna noted that Trustees had been encouraged to recommend individuals to invite and they would be happy to take additional recommendations. Trustee Griffin recommended a representative from a 100% online school. Trustee Rosner suggested scientists, perhaps from the Museum of Science and Industry.

Ms. Veal said she would send a list of charrette attendees thus far to the Board.

### **Preview of Board Retreat January 20 and 21, 2012**

#### *IMSA's Online Learning Presence*

Dr. McGee asked Trustees for proposed Retreat questions relating to the following:

- 1) What are the clear objectives for IMSA's online expansion?
- 2) What are the measures we will use to assess them?

Trustee Olszewski-Kubilius asked that an email be sent to the Board with these questions.

#### *Financial Primer and IMSA-IMSA Fund Relationship*

Ms. Veal said the second retreat session would focus on the financial primer and the relationship between the IMSA Fund and IMSA. She said in the same email she would invite Trustees to identify questions and issues for the conversation.

## **Adjournment**

A motion was made by Trustee Núñez and seconded by Trustee Naughton to adjourn the meeting. Voting aye were Trustees Olszewski-Kubilius, Dyson, Griffin, Naughton, Núñez and Rosner. The motion passed by a vote of 6 ayes to 0 nays.

The meeting adjourned at 12:40 p.m.

Respectfully submitted,

Steven T. Isoye  
Chairman

Catherine C. Veal  
Secretary