

Illinois Mathematics and Science Academy®

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

IMSA Board of Trustees Regular Meeting

1500 Sullivan Road, Aurora, IL 60506

Horwitz Conference Room

November 22, 2013

Meeting Minutes

Call to Order

Chairman Griffin called the meeting to order at 8:32 a.m.

Roll Call

Ms. McKenna called the roll.

Members Present: Sheila Griffin, Eric Brown, Jay Budzik (via teleconference), Kathy He, Steve Isoye, Mary Kalantzis (via audio-video conferencing), Carey Mayer, Paula Olszewski-Kubilius and Erin Roche

Members Absent: Leslie Juby, Luis Núñez, Marsha Rosner, Karen Hunter Anderson, Harry Berman, Christopher Koch and James Rydland

Trustee Brown motioned and Trustee Isoye seconded to go into closed session to review September 18, 2013 Closed Session Minutes, (5 ILCS 120/2 Sec. 2a, (c) (21); Litigation Status Update (5 ILCS 120/2 Sec. 2a, (c) (11); and Employment, Performance and Compensation of Specific Employees, (5 ILCS 120/2 Sec. 2a, (c) (1 & 3). Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Kalantzis, Mayer, Olszewski-Kubilius and Roche.

The motion passed by a vote of 9 ayes to 0 nays.

Closed Session Held

Reconvene in Open Session

The Board reconvened in open session at 9:15 a.m.

Roll Call

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

Members Present: Sheila Griffin, Eric Brown, Jay Budzik (via teleconference), Kathy He, Steve Isoye, Mary Kalantzis (via audio-video conferencing), Carey Mayer, Paula Olszewski-Kubilius and Erin Roche

Members Absent: Leslie Juby, Luis Núñez, Marsha Rosner, Karen Hunter Anderson, Harry Berman, Christopher Koch and James Rydland (arrived 9:25 a.m.)

Liaisons Present: Melvin Bacani for IMSA Alumni Association, Eric Hawker for IMSA Faculty, Ross Hemphill for IMSA Fund Board

Liaison Absent: Anthony Marquez for IMSA Student Council, JuliAnn Geldner for IMSA Parents Association Council (arrived 10:00 am)

Chairman's Good News Items

Chairman Griffin welcomed two new Trustees to the Board. IMSA 1990 alumna Carey Mayer, appointed by Governor Quinn as a representative of private industry, works as an Architectural Group Lead with Dewberry Architects in Peoria, and Eric R. Brown, appointed by State Superintendent Koch as a representative of secondary education teaching mathematics or science, is a Biology instructor at Evanston Township High School. Both new Trustees expressed their pleasure to join the IMSA Board.

WQAD News 8 featured an excellent piece on IMSA FUSION in Rock Island. The video was shown at the meeting.

Three seniors, including student liaison Anthony Marquez, were recognized as outstanding Hispanic/Latino high school students by the College Board's National Recognition Program. Another four qualified as semi-finalists in the 2013 National Achievement[®] Scholarship Program, an academic competition for African-American high school students.

Five of the 10 Illinois semifinalists in the 2013 Siemens Competition administered by the College Board are from IMSA. An IMSA student was on the team that placed third in the final round of the Cyber Forensic Challenge hosted by NYU Polytech Institute, NY, and IMSA's team qualified for the national championship in the Interstellar online math competition.

History faculty member Dr. Eric Smith recently published a book, *American Relief Aid and the Spanish Civil War*, and was recognized at a new event for faculty, staff and students during which he discussed his six-year journey of researching, writing and publishing. Also, a recently-published two-volume encyclopedia, *Philosophers of War*, was co-edited by Dr. Lee Eysturlid and includes contributions from Dr. Claiborne Skinner, Dr. Robert Kiely and Ms. Kirsty Montgomery of IMSA's History and Social Sciences team.

IMSA Class of 1999 graduate, Afghanistan veteran, Army Ranger and Special Forces "Green Beret" Major Vincent Enriquez was the guest speaker at IMSA's Veterans Day Program on November 11, 2013. Trustee Juby represented the Board at this event.

Chairman Griffin spoke of the generous \$1 million gift from alumnus Steve Chen for the new "Innovation Hub" for STEM collaboration and development which will feature cutting-edge resources that enable IMSA students and leading entrepreneurs, faculty, mentors, IMSA alumni, the Fox Valley business community and other students to ideate and collaborate. She recognized the team effort of those involved in cultivating this gift.

Trustees Participation in FY14 IMSA Fund Annual Giving Campaign

Ms. Griffin reminded IMSA Trustees to support the IMSA Fund for Advancement of Education's FY14 annual campaign, pointing out we again have a 100% Board participation target. She said the Fund Board is already at 100% and asked Trustees to match them, ideally by the end of the calendar year so staff and volunteers can carry our 100% participation message forward during the second half of the fiscal year.

In Memoriam

Chairman Griffin called for a moment of silent reflection to be held in memory of Alisa Smith-Riel who passed away unexpectedly and suddenly a few weeks ago. Ms. Smith-Riel was a new adjunct member of our English team, teaching two sections of our sophomore level course. She was a warm person with a delightful sense of humor who will be greatly missed by her family, friends and colleagues.

Board Business

Resolution Honoring John “Jack” H. McEachern Jr.

Chairman Griffin announced that with the appointment of Carey Mayer, Founding Trustee and Past Chairman Jack McEachern has officially retired from the IMSA Board. She said the Board wishes to recognize Jack’s hard work, dedication and leadership through the years with the following Board resolution:

WHEREAS, the Illinois Mathematics and Science Academy was established to offer a uniquely challenging education for students talented in the areas of mathematics and science as well as to stimulate further excellence in mathematics and science for all Illinois schools; and

WHEREAS, the Academy’s success, sustainability, achievement and impact in its 28 years has depended significantly on the vision and strength of its governing Board; and

WHEREAS, Mr. John H. “Jack” McEachern Jr. has provided exemplary leadership and principled stewardship since 1985 as a founding IMSA Trustee, Chairman of the Academy’s Board from 1997-2001, and Executive Committee member; and

WHEREAS, Mr. McEachern has given generously of his time, talents and energy serving others and advancing the Academy’s mission on behalf of the People of Illinois; and

WHEREAS, the John H. McEachern, Jr. Exemplary Service Award was established in 2003 and is presented yearly to a deserving IMSA student who demonstrates exemplary service to others; and

WHEREAS, Mr. McEachern’s keen intellect, strategic business acumen, and guidance has served the Board and the Academy exceptionally well; and

BE IT FURTHER RESOLVED, that the Board of Trustees of the Illinois Mathematics and Science Academy gratefully acknowledges the unwavering commitment, support and perseverance of Mr. McEachern, and that we look forward to working with him in new ways in the future.

Adopted by the Illinois Mathematics and Science Academy’s Board of Trustees on November 22, 2013.

Action Item

Board’s Resolution honoring Jack McEachern

Trustee Isoye motioned and Trustee Roche seconded the motion to adopt the Board Resolution honoring John H. “Jack” McEachern, Jr. Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Kalantzis, Mayer, Olszewski-Kubilius and Roche. The motion passed by a vote of 9 ayes to 0 nays.

Mr. McEachern spoke of IMSA’s beginnings, Dr. Leon Lederman’s vision, and the people who helped make the Academy possible including former Governor Jim Thompson and Founding President Dr. Stephanie Pace Marshall. He paid tribute to Chairman Griffin, Dr. Connie Hatcher, Dr. Eric McLaren and Cathy Veal and recalled stories of legislative visits to Springfield to ensure funding to stay open. He said the students have been amazing and IMSA should continue to make every effort to find good people who incorporate the characteristics that we hope the students will have when they leave this institution. Mr. McEachern said he was proud of IMSA’s effective Admissions process and Trustees’ ability to disagree and still solve problems together.

Chairman Griffin offered brief recollections, Ms. Veal read former President Dr. Max McGee’s comments about Mr. McEachern emphasizing the way he elevated Board discussions and how he

stands out among the many other Board members with whom Dr. McGee has worked. She commended Mr. McEachern's commitment to IMSA saying she was fortunate to work closely with him when he was Chairman and she was Board Secretary. Dr. Stephanie Pace Marshall spoke of being privileged to work with Mr. McEachern during the three defining periods of IMSA's creation and growth.

Action Item

Minutes September 18, 2013 Board Meeting Closed Session

Trustee Brown motioned and Trustee Isoye seconded the motion to approve the September 18, 2013 Closed Session minutes. Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Kalantzis, Mayer, Olszewski-Kubilius and Roche. The motion passed by a vote of 9 ayes to 0 nays.

Reports of Liaisons

IMSA Alumni Association

Melvin Bacani spoke of the recent IAA annual retreat, aligning and developing projects, exploring suggestions for programs, volunteering at the RIC Chicago SkyRise event and reconnecting with other alumni through regional gatherings in Chicago, Indianapolis and at New York's Stock Exchange which was hosted by Steve Crutchfield '93.

IMSA Student Council

Britta McKenna reported for Anthony Marquez on Intersession offerings including trips to Silicon Valley, Italy and China, Diwali hosted by IMSA's Indian Students' Association and an Open Forum hosted by Student Council regarding course reforms, workload, class structure, overlapping assignments and potential solutions.

IMSA Faculty

Dr. Eric Hawker reported receiving a more in depth analysis of the Engagement Survey results from Chris Kolar at the November 13 faculty meeting along with an explanation of the difficulty in releasing raw data. He reiterated and clarified his previous request that faculty be on the screening and interview committees for the next president of IMSA in order to discern and create connections. He expressed the faculty's hope that the next president would have high-level expertise and become operationally fluent in all aspects of the Academy and IMSA's legislative charges. Dr. Hawker explained that faculty members believe there should be large and diverse screening and interview committees for the presidential search, each of which would then be able to offer their comments and recommendations about the candidates to the Board. He formally requested that three members of the faculty be on each committee.

IMSA Parents Association Council (PAC)

JuliAnn Geldner reviewed current activities of the Parents Association Council including meetings, participation, projects and donations.

IMSA Fund Board for Advancement of Education

Ross Hemphill highlighted a number of gifts including a parent who wants to repay IMSA for the cost of educating his two alumni; \$75,000 from Boeing Company for IMSA PBL Interactions with STEM, and AbbVie Foundation's \$150,000 grant for IMSA's Advancing Chemistry program for online learning, chemistry lab renovation (organic chemistry lab) and Professional Development Day. He said an expenditure of up to \$45,000 has been authorized by the Fund Board for a feasibility study to determine the amount of philanthropic support that may be available for a Capital Campaign to raise funds for items such as the Innovation Center, residence halls and science labs.

ACTION ITEM

Presidential Search Committee Membership and Authority

Chairman Griffin asked Mary Spreitzer to review the proposed membership and authority of the search committee. Ms. Spreitzer said the recommendation was to establish a Presidential Search Committee with the authority to screen applicants and bring forth 3-5 candidates to be interviewed by the full Board. She said the Search Committee members were determined by their willingness and ability to participate. The committee will consist of Trustees Sheila Griffin, Kathy He, Leslie Juby, Luis Núñez, Paula Olszewski-Kubilius and Erin Roche.

A motion was made by Trustee Isoye and seconded by Trustee Mayer to establish the Presidential Search Committee with the authority and membership stated above. Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Kalantzis, Mayer, Olszewski-Kubilius and Roche. The motion passed by a vote of 9 ayes to 0 nays.

Chairman Griffin added that there will be several opportunities for others to participate in the Presidential Search and give input in various ways. Ms. Spreitzer said information will be distributed and published on the website.

Report of the Treasurer

Kimberly Corrao reported financials to date are trending as usual with no great fluctuations; our 2% EAF transfer request has been approved by the Governor's Office of Management and Budget; the Investments Report reflects a decreased interest rate; Budgeted Contributions continue to show a shortfall of around \$350,000, though this may change as new grant funds are received that would allow a shift in budgeted expenditures; and FY14 Grant funding to date is showing an increase due to the finalization and receipt of half of the FY14 unrestricted award from the IMSA Fund.

Trustee Budzik requested tracking budgeted contributions to show the trend line and identify gaps; he asked if there were any contingency plans for next year. Ms. Corrao pointed out the gap is what led to the Student Fees discussions at previous meetings. Trustee Olszewski-Kubilius cited the challenge of understanding the interrelationships and bottom lines from the financial reports; Ms. Corrao said she will work on ways to improve financial reporting, building past Treasurer Patrick Furlong's improvements.

Report of the President

IMSA's Class of 2016

Ms. Veal introduced Director of Student Affairs Dr. Robert Hernandez who reported that the sophomore class is doing great and has already made its mark at Homecoming, beating the juniors. He spoke of a rejuvenated Admissions program and introduced the new team: Director of Admissions Kelly Lofgren; new Admissions Counselors Jennifer Banham and Jacqueline Salinas; and Veteran Admissions Counselor Quintin Backstrom and Administrative Assistant Phyllis Chesnut. He commented on the work being done to strengthen personalized learning, support and retention services for all enrolled students under the full-time leadership of Director of Enrollment and Academic Opportunities Barbara Miller.

Dr. Hernandez said 241 students were invited to attend IMSA this year; 5 were deferred; 238 were admitted and 29 out of 58 students were left on the waitlist. He noted that in past years no one was left on the waitlist. The Board discussed the waitlist, how decisions are made to defer a student and strategies for increasing Latino, Black and other multicultural student applicants.

Dr. Hernandez also responded to the following questions:

- ***What impact did the policy change of no longer allowing 8th graders to defer have on the admission/selection process?***
He cited an increase in the number of 8th graders who have accepted, a decrease in the total 8th grade applications and more 9th grade students applying.
- ***What recruitment activities did the Admissions team engage in to enroll the class of 2016, and what additional efforts are we going to make this year?***
He mentioned numerous activities and endeavors to recruit students and additional efforts being planned for this year including informational meetings, the PROMISE program, using online tools and registrations, building external and internal relationships, contacting schools who have sent students to IMSA programs, and utilizing new Hobson software to track and coordinate information between Professional Field Services and Admissions.

ACTION ITEMS

Consent Agenda

Ms. Veal recommended approval of the Consent Agenda as presented. A motion was made by Trustee Olszewski-Kubilius and seconded by Trustee Isoye to approve the Consent Agenda as presented. Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Kalantzis, Mayer, Olszewski-Kubilius and Roche. The motion passed by a vote of 9 ayes to 0 nays.

The following items were approved:

MINUTES – September 18, 2013 Regular Board Meeting

PERSONNEL ITEMS

Resignations

Roderick Echols, Audrey L. Yates

Retirement

Debra D. Gerdes

New Staff

Randy Arnold, Jennifer L. Banham, Vandana Chinwalla, Nicole A. Dahdal, Debra D. Horn, Dora L. Phillips, Scott W. Nazimek, Carissa A. Rosine, Jacqueline Salinas

Change in Status

Janine Barajas, Vicki Burgholzer, Jennifer Gatske, Dr. Carl Heine, Jim Linden, Kelly Lofgren, Britta McKenna, Barbara Rowe

Part-time

Athletics/Co-Curricular - *Rebecca M. Hallenbeck, Lauren M. Lutz*

Fine Arts - *Suzanne M. Crookshank, Janet T. Geiger, Allan P. Loek, Timothy C. Omerod, Ronald E. Spaeth*

IRC - Martha (Marti) Guarin

Professional Field Services - Benjamin Kirgan, Julie Ehret, Phyllis Hanna, Alycia Obern

ADDENDUM to CADRE - Minor Revisions

POLICIES

- Minor Revision – *Freedom of Information BLAA*
- Reaffirmed – *Institutional Positions-Political Issues & Campaigns BBG*

Featured Agenda Item

IMSA Capital Projects: Public-Private Partnership and Preview of Master Planning

Ms. Veal thanked Britta McKenna, Paul Milano, Dr. Purva DeVol and John Wandolowski for their work on public/private funding strategies for multiple capital projects and said the IMSA Board of Trustees and IMSA Fund Board of Directors will collaborate to prioritize identified needs.

Mr. Milano reviewed IMSA Fund planning for underwriting the feasibility study for capital projects, noting that the Fund would like to hire a firm that is also capable of handling the Capital Campaign. Milestones, major donors, raising gifts and holding the first major fundraising dinner in November were discussed.

Trustee Olszewski-Kubilius commented that the presentation focuses on an inventory of Capital needs; however, she would also like to see support of the learning environment addressed. Mr. Wandolowski discussed development of the Facilities Master Plan (FMP) while focusing on Dr. Lederman's statement, "*There are likely to be those few who create new intellectual worlds, cure a dreaded human ailment or in some other way significantly influence life on our planet. Our philosophy will be to treat our charges as if each one is capable of the extraordinary achievement.*" He spoke of defining needs, estimating costs and ranking priorities noting the teaching, learning and residential environments should complement the mission of the academy. He reviewed milestones and potential FMP projects such as The Energy Center (\$2M), Cafeteria and Student Center (\$4M) and Landscaping/Hardscaping (\$3M) saying the Facilities Master Plan will guide long-term institutional planning.

Ms. Veal reported on conversations with the IMSA Fund Board of Directors noting they are aware of expectations for fundraising and donations. She said Trustee Mayer's expertise would be very helpful as we plan and determine allocation of staff and financial resources.

Trustees discussed the rationale behind facilities decisions, how environmental safety needs are being addressed, and the need for greater clarity for the public-private partnership. Trustee Isoye pointed out this is a conceptual plan that will be further developed and will give us an idea of where we are going and where it aligns with deferred maintenance. He said though this is very complex, it is important to start the conversation now.

Trustee Kalantzis left the meeting at 11:25 a.m.

INFORMATION AND DISCUSSION

Policies: Anti-Harassment (New); Sexual Harassment (Rescind) – 1st Reading

Ms. Spreitzer said a new Anti-Harassment Policy, which was reviewed by our attorney and includes bullying and harassment, is being presented for 1st reading. She reported that procedural language has

been eliminated, a complaint procedures document was added as reference and upon Board approval, the current Sexual Harassment policy will be rescinded. Trustee Brown questioned behaviors and suggested including language regarding cyber bullying. The Board discussed training needs. Ms. Spreitzer noted that in Illinois sexual harassment is required as a component of ongoing or new employee training programs. Dr. Rydland questioned students' training and documentation. Dr. Hernandez pointed out that policies are review with students each year and two weeks ago there was a program for students regarding harassment and it means. He said our Resident Counselors are doing a phenomenal job with students on these issues.

STEM Schools Study: Additional IMSA-specific Data

Christopher Kolar briefly reviewed the background of IMSA's participation in the American Psychological Association (APA) study for the benefit of new Board members. He addressed the many ways to view the data noting students who reported undergoing an "intensification of interest" in STEM during high school were found to be more likely to attain an initial bachelor's degree in a STEM field. He said to understand this in the IMSA population, he looked at intensification as an outcome and two statistical models were explored with aggregated results. Among IMSA respondents, 27% reported they experienced an intensification of interest while in high school and only one factor significantly changed the likelihood that an IMSA student would experience intensification and that was the degree to which faculty members engaged in the students' own areas of interest. He said the models showed that students who felt that their interests were addressed and reinforced were between 1.7 and 3.3 times more likely to report an intensification of interest in STEM compared to students who reported a lower level of faculty engagement.

Mr. Kolar noted that IMSA graduates who lost interest in STEM represented 14% of the IMSA respondents. He cited three variables that increased the odds of a student losing interest, while two suppressed the likelihood of that outcome and students attending IMSA who were primarily motivated by a desire to be with an academically focused peer group were at least 7.8 times more likely to report loss of interest during high school. He spoke of the "big fish, little pond" effect experienced by talented students who, in situations like IMSA, are comparing themselves to more able peers for the first time.

Mr. Kolar commented that students who reported that courses frequently "move at a pace that was too fast for their abilities and understanding of course content" were twice as likely to report losing interest in STEM during high school. He spoke of the other factor that affected student engagement negatively was the degree to which students felt the program "enhanced awareness of careers in STEM" and taken together, it could be that the experience of attending IMSA might be the first time that the realities of such a career path frame students' understanding of their aptitude and enjoyment of the work. He recommended that all three of these influential factors should be explored by the Admissions team to insure that the pre-admissions presentation of both the program and the requisite academic work realistically guide candidates expectations.

The Board discussed student retention rates, the amount spent to educate a student, selection and support of students on the front end, changes made to the Admissions policy and process, and indicators and predictors for identifying STEM talent along with entrepreneurial interests. Trustee Budzik asked if the changes created more STEM graduates and whether this could be tracked beginning in 2014. Ms. Veal said internally we have had a number of related conversations regarding rebalancing aspects of IMSA's program in favor of STEM.

Preview of January 22, 2014 Board Meeting

Ms. Veal said that since the Board will not be interviewing Presidential candidates at the January meeting, the time will not be extended to a full-day meeting. She also noted work under way now on a comprehensive review of how IMSA identifies, engages and supports Black and Latino students who

are talented in STEM. Dr. Purva DeVol is taking the lead, information will be shared with the Executive Committee in December and with the full Board afterwards.

Trustee Roche asked if the Board could have an update on logic models in January. Ms. Veal said March would be better because the timing ties to FY15 budgeting.

Adjournment

A motion was made by Trustee Isoye seconded by Trustee Brown to adjourn the meeting. Voting aye were Trustees Griffin, Brown, Budzik, He, Isoye, Mayer, Olszewski-Kubilius and Roche. The motion passed by a vote of 8 ayes to 0 nays.

The meeting adjourned at 12:12 PM.

Respectfully submitted,

Sheila MB Griffin
Chairman

Britta W. McKenna
Secretary Pro Tem