

# Illinois Mathematics and Science Academy®

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

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

### **Call to Order**

The meeting was called to order by Chairman Isoye at 8:20 a.m.

**Members Present:** Steven Isoye, Paula Olszewski-Kubilius, Jay Budzik and Mary Kalantzis

**Members Absent:** Samuel Dyson, Jack McEachern, Jacklyn Naughton, Luis Núñez, Erin Roche, Marsha Rosner, Christopher Koch, Geoffrey Obrzut, Jim Rydland and George Reid

### **Closed Session**

Absent a quorum, Chairman Isoye indicated that the Board would go into closed session as a Committee of the Whole to discuss closed session minutes from November 17, 2010 and January 22, 2011, update on litigation and “probable or imminent” litigation, and employment, performance and compensation of specific employees (FY11 and FY12).

### **Closed Session Held**

### **Reconvene in Open Session**

The Board reconvened in open session at 9:10 a.m.

### **Roll Call**

Mrs. Veal called roll. A quorum was present.

**Members Present:** Steven Isoye, Jay Budzik, Sam Dyson, Sheila Griffin, Mary Kalantzis, Paula Olszewski-Kubilius, Marsha Rosner and Jim Rydland

**Members Absent:** Jack McEachern, Jacklyn Naughton, Luis Núñez, Erin Roche, Christopher Koch, Geoffrey Obrzut and George Reid

**Liaisons and Representatives Present:** Shawon Jackson for IMSA Student Council, Stuart Bloom for IMSA Parents Association Council, Suzyn Price for IMSA Fund Board

**Liaisons and Representatives Absent:** Dan Gleason for IMSA Faculty (arrived later), Winn Wasson representing Matthew Knisley for IMSA Alumni Association (arrived later)

## **Chairman's Remarks**

Chairman Isoye reviewed the agenda and welcomed Peggy Chin and Geny Khoury, the Deloitte consultants for expansion planning.

Dr. Isoye announced that Dr. McGee would moderate a breakfast panel on "Creating a Talent Pool for Chicago and the Midwest: Driving Education in Science, Technology, Engineering and Math (STEM)" on March 31 at the Executives' Club of Chicago, congratulated the four recipients of the 2011 Board of Trustees Alumni Awards who will be honored on July 22 (Dr. Ronjon Paul '89, Dr. Matthew Pritchard '93, Clara Shih '00 and Dr. Frank Wood '92), and reported that the new IMSA Fund for Advancement of Education President, John Hoesley '89, was recently hired by Silicon Valley Bank to run its Venture Capital and Private Equity Services Group in the Midwest.

Regarding the IMSA Fund, he reported that Trustees are now at 100% participation in this year's IMSA Fund campaign and recognized Sheila Griffin and her husband Woodie who are now members of the Kaleidoscope Society for lifetime giving of \$10,000 and greater.

## **ACTION ITEM**

### ***Minutes of November 17, 2010 and January 21, 2011 Board Meeting Closed Sessions***

A motion was made by Trustee Griffin and seconded by Trustee Rosner to approve the minutes of the November 17, 2010, and January 21, 2011, Board Meeting closed sessions as presented. Voting aye were Trustees Isoye, Budzik, Dyson, Griffin, Kalantzis, Olszewski-Kubilius and Rosner. The motion passed by a vote of 7 ayes, 0 nays.

## **Report of the President**

### **ACTION ITEMS**

#### ***Consent Agenda***

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

The following items were approved:

#### ***Minutes***

Board Meeting, January 21, 2011

#### ***Personnel Items***

#### **Resignations**

*Karen L. Lindebrekke, Professional Development Specialist for Problem-Based Learning and Jean-Paul Viray, Hall Coordinator*

#### **Retirements**

*Anisa S. Razvi, Custodian, May 31, 2011*

**New Staff**

*Antonio Gutierrez Jr., Security Officer*

**Returning Staff**

*Christopher Schreiber, Hall Coordinator*

**Part-time Hourly Staff**

**Other Personnel – part-time hourly employees, hired within the budgetary allocations for part-time, temporary services**

**a. Admission**

*Jacqueline P. Sanders, Temporary Part-time Secretary for the Office of Admissions*

**Early Involvement Program (EIP) - Stipends**

*Ed Caster and Anita Connors White*

**PROMISE Program, Spring 2011 - Stipends**

*Corey Dorsey, Program Assistant*

*Daniel Gilford, Program Assistant*

*Minerva Juarez, Transportation Facilitator/Program Assistant*

*Jakendra Williams, Program Assistant*

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

**Athletic Stipends**

*Janett I. Cordovés and Jakendra D. Williams, Ticket Taker*

*Dorothy (Dottie) J. Krett and Curtis M. Boyd, Event Supervision*

**c. President's Office - Stipend**

*Jean Bigger, Green Team Leadership Responsibilities 2010 – 2011 Academic Year*

**d. Problem Based Learning (PBL) - Stipend**

*Joe Cranston, Problem-Based Learning Design Institute Facilitator Agreement*

**e. Professional Field Services**

*Linda C. Lee, Temporary Part-time (.50) Secretary for Professional Field Services*

**f. Security**

*Dalia M. Nilles, Evening Receptionist/Door Monitor*

**g. Student Life – Residence Life**

*Shannon M. Kissane, Back-up for Day Hall Supervisors (part-time, as needed)*

**Legal Services Contact Renewal for FY12**

**Professional Lobbyist Contract Renewal for FY12**

**Acceptance of FY10 Audit**

## **PRIORITY TOPIC FOR DISCUSSION**

### **Expansion Planning with Deloitte Consultants**

Dr. McGee briefly reviewed background information on potential additional IMSA campuses, the Board's vote on the feasibility study and the subsequent pro bono services of Deloitte to clarify the strategic objectives of expansion and then narrow the models. He thanked IMSA Fund Director Marty DiMarzio '95 for his help with the proposals to Deloitte and Consultants Peggy Chin and Geny Khoury.

Ms. Chin presented an overview of interview findings and stressed the need for the Board and Administration to articulate shared strategic objectives of expansion and reach alignment (does not mean total agreement) before deciding which models to study further.

Dr. McGee shared his thinking on strategic objectives, potential target populations and impact, the need for more widespread STEM teaching grounded in imagination and inquiry, and importance of a "point of presence." He noted that IMSA had 746 applicants this year and was unable to serve all qualified students due to insufficient bed space capacity. He added that more often than not, those admitted who do not come are from downstate.

Dr. McGee referenced the bill introduced by Senator Kirk Dillard to require IMSA to establish a downstate residential campus and said he was "tipping his hand" in favor of this model. Regarding the political landscape, he said that while there was no money in Illinois right now, there were many calls for IMSA to increase its outreach to students and teachers.

Trustee Griffin expressed concern over Dr. McGee's "belief that this institution has become regional." She said she would like to see expansion of the current campus before a second campus to see if the Academy could manage more numbers. She said she did not think that putting another IMSA somewhere else would accomplish the real goals for outreach. She added that some students and teachers do not want to come to the current campus for various reasons, not just location.

Trustee Kalantzis said it was more important to codify the results and value of the current IMSA model first, then decide if there is a case for more campuses like it. She asked "If you're going to cream money off for specialized schools, why one more, why not two, three or four?" and commented "I'm not confident we have an understanding of the higher order issues."

Trustee Rosner asked: "How do you take what we have done and get it out there more broadly and more effectively?" She said she would prefer to use limited resources differently and not try to duplicate IMSA somewhere else. Trustee Griffin said that while another campus might "make politicians feel better," she did not think another physical location would accomplish the goals behind Trustee Rosner's question.

Trustee Rydland emphasized the importance of access and recommended virtual presence and access points.

Dr. McGee said he felt "very strongly" about a point of presence, noting that "when you are not there you are easy to ignore." He said the strategic objective of expansion is not to increase the number of qualified students for the current campus but rather to broaden access to high quality math and science teaching and learning. He said more information was needed to answer questions about a downstate campus. He said the location would help determine the type of student.

Trustee Olszewski-Kubilius indicated her preference for taking what IMSA does well and training more teachers to do this. She said she thought this would make more of an impact long term. She questioned whether having another campus would accomplish this. She also wondered how the Field Office model “fit” with a second campus and encouraged others to “think more integratively about what we already have in place.” She also cited online as a cost effective way to expand.

Trustee Dyson advocated for broadening access demographically, beyond those who self-select, and said this was essential given IMSA’s legislative charges and mission and the public nature of the institution.

Trustee Griffin said “expansion implies physical; outreach is different.”

Trustee Kalantzis said the most important question IMSA needed to answer is “Are we producing the STEM leaders our state and nation require?” She said creating more opportunities for more students was not the primary purpose of IMSA.

Trustee Budzik said he understands the intent and rationale behind another campus and encouraged others not to undervalue the social interaction. He also wondered about “potential inequity” between two campuses.

Dr. McLaren encouraged the Board to look 25 years out and ask itself what outcomes it wanted from expansion... 2,500 more graduates? 15,000 better teachers? ... then focus energies accordingly.

Ms. Veal encouraged the Board to refocus on articulating its strategic objectives for expansion. She gave an example, noting that if the strategic objectives were that, this would lend itself to a multifaceted strategy more than a second campus strategy, though the campus models also could be ranked for alignment against the objectives.

Dr. McGee said he was hearing that the Board did not share the expansion objective he articulated. Trustee Olszewski-Kubilius concurred. Trustee Kalantzis said the Board could “ride the wave” of “giving up on public schools” or set its own strategic direction. Chairman Isoye wondered what the value would be of having the IMSA laboratory in multiple places and for those who are involved with IMSA what their original connection to the Aurora campus was.

Mr. Furlong said he was hearing “broader rather than deeper” and challenged comments suggesting that IMSA had not addressed outreach. He said IMSA had a robust outreach program for its second legislative charge though it could and should do more.

Ms. Kolar commented on the strengthening relationship and integration between the academic program and professional field services. Trustee Rosner said this should be leveraged further.

Chairman Isoye asked Ms. Chin and Ms. Khoury how they processed the conversation. Ms. Chin said she heard the Board moving towards broadening access to IMSA outreach programs which was less about establishing another campus. She said she also heard interest in serving both teachers and students. Ms. Khoury said there was shared commitment to expanding IMSA’s reach and impact and agreed with Ms. Chin that Trustees seemed to be coalescing around several objectives or principles for expansion. Ms. Chin said she and Ms. Khoury needed a little time to process the conversation further and would follow up shortly with Dr. McGee and Ms. Veal.

Dr. McGee thanked everyone for their “active participation and honest opinion,” adding this had advanced the cause. He said this would be addressed further with the Executive Committee in April and the full Board in May.

Trustee Kalantzis said she wanted to both honor the process and make the point that more Board input on the front end would have been better. She noted that she had shared her thoughts and concerns with Dr. McGee by phone the night before.

*Trustees Griffin, Kalantzis and Olszewski-Kubilius left the meeting at 11:00 a.m.*

## **FEATURED AGENDA ITEMS**

### ***Strategic Plan Strategy 1 Deep Dive***

Mr. Spayer reported significant progress with Strategy 1, "We will develop the whole person." He said this was designed and intended to create conditions that maximize opportunities for community members to become productive, engaged and socially aware citizens within the community. Also, through the use of an adapted model of the Wellness Wheel, the results statements and actions center on creating conditions and opportunities for individual growth and development. He reviewed selected accomplishments such as Community Learning Day with Dr. Freeman Hrabowski, IMSA Recognition Awards for outstanding community contributions, comprehensive review of time@IMSA, and systems/processes for employee development. Mr. Spayer discussed targeted results for FY10 and FY11 and challenges and questions including how to assist staff in taking responsibility for their own development and how to measure success of the strategy.

Trustee Budzik acknowledged the challenge of long-term measurement. Trustee Dyson said he saw connections between this strategy and the previous conversation: "Broadening access demographically relates to the whole person." Trustee Rosner wondered about peer-to-peer motivation. Trustee Dyson inquired about family involvement in Strategy 1. Barbara Miller said that parents and siblings were part of the decision-making process (like the Mayo Clinic). Stuart Bloom said his experience is that many parents want to be actively involved in their student's development but some "drop them off and pick them up."

The Strategy 1 Deep Dive video can be viewed at <http://vimeo.com/20848405>, Password: \$trat1

### ***Multicultural Development Snapshot***

Dr. McGee pointed out that a goal of his and the Board's in recent years was to increase underrepresented minorities in staff and student populations at IMSA. He cited the interest shown in Springfield during recent appropriations meetings when Shawon Jackson and Sarah Malik discussed their backgrounds and the IMSA programs they attended before being accepted at the Academy.

Bob Hernandez briefly reviewed the Multicultural Development Plan and cited Adrienne Coleman's "remarkable job with the programs." He stressed the need to update the Plan in the following areas: clear definitions, stated results from objectives, seek additional funding, responsibilities and role to oversee the plan.

Ms. Coleman reviewed various outreach and pre-admissions programs such as: PROMISE, Providing Opportunities for Mathematics and Science Enrichment, Project School Visit (PSV), Leading Students to Success (LS2S), Alumni Tutoring and Mentoring (ATM), Summer Enrichment for Academics in Math and Science (SEAMS) and Early Involvement Program (EIP). She pointed

out the need for more funding to extend these throughout the state and expand programs to younger ages. She said IMSA should take its Peer Multicultural Educators (PME) “on the road.”

The Board discussed ideas on extending IMSA’s reach, target populations, opportunities for federal funding, connecting to various science organizations that focus on underrepresented populations, indicators of success and data. Dr. Hernandez said staff were looking at growth in intercultural competencies as a possible measurement.

The Multicultural Development Plan video can be viewed at <http://vimeo.com/20890186>, Password: IMSAMCDP

**INFORMATION ITEMS FOR DISCUSSION**

***Information Technology System Policy Revisions (2) – 1<sup>st</sup> Reading***

Dr. Hernandez and Arnold Crater briefly reviewed the proposed changes to the policy as indicated in the matrix below. It was noted that one of the major changes is the separation of the existing policy into two separate policies – one for students and one for staff.

Issue	Current	Proposed	Rationale
Policy	One combined policy for students and personnel	Two separate policies, one for students, one for personnel	Policies need to be separate in order to address different needs of the different groups
Enforcement of Policy	Director of ITS	Students: Student Life  Personnel: Human Resources	ITS Policies should be aligned with current Student and Personnel Discipline Policies
Definitions	No definitions on specific words including harassment or intimidation through use of technology	Examples include ITS, malicious software, any type of electronic harassment and outcome	All of the terms used in the policy need to have clear definitions. Issues related to threatening statements need to be specifically addressed.
Closing Ports/ Filtering	Unclear as to what the Academy’s position and practices are	“IMSA reserves the right to block or filter Internet access when such access is counter to the mission and goals or academic standards of the Academy.”	While our commitment continues to be to provide as much open access to information as possible and responsible, this addresses practices of closing ports like gaming sites (security) and pornographic sites.

Mr. Crater discussed the importance of clarifying that when ITS staff uncover issues, these are reported to Human Resources or Student Life. Dr. Hernandez clarified that some filtering has been done since IMSA has had internet service, for example, game ports and pornography.

Trustee Rydland asked about social media. Staff responded that this is not reflected in the current ITS policy but will be included in an umbrella policy on staff-student relations that Mr. Spayer is

developing. Trustee Budzik advised to not create expectations that filtering will always work and to educate students on the “footprints of their online lives.”

This item will be placed on the Consent Agenda for action in May.

### ***Staff Religious Holidays Policy Revisions – 1<sup>st</sup> Reading***

Mr. Spayer reviewed the proposed change to the Academy’s longstanding practice to provide paid leave time of 16 hours or 2 days for this purpose. He said the policy was not equitable for all employees and noted the difficulty in validating different faiths and monitoring absences. He said personal time, vacation time or unpaid leave could be used for religious observances. Trustee Dyson asked if other organizations provided paid time off for religious holidays. Mr. Spayer responded from his experience that IMSA is the only place.

This item will be placed on the Consent Agenda for action in May.

### ***Computer Science Graduation Requirement – 1<sup>st</sup> Reading***

Dr. McLaren reviewed the proposal to add a computer science graduation requirement, which students will be able to fulfill by successfully completing an IMSA computer science course or passing a proficiency test. With Board approval, this will be effective for the next incoming class. He reviewed the rationale for this change, the Mathematics/Computer Science team’s work on this in recent years and the learning standards to be used.

Trustees Budzik and Rosner complimented staff, calling the proposal “very forward thinking.”

This item will be placed on the Consent Agenda for action in May.

### ***FY12 Board Meeting Dates – 1<sup>st</sup> Reading***

Trustees were asked to put the proposed FY12 meeting dates on their calendars and send any questions or comments to Dr. McGee or Ms. Veal.

This item will be scheduled for action in May.

## **REFLECTIONS AND OBSERVATIONS**

Dr. McGee briefly reviewed the Senate and House Appropriations Committee meetings on March 9 and 10 and thanked Dr. Purva Rushi for a wonderful, well-received presentation. He said the students who testified, Shawon Jackson and Sara Malik, added an important personal touch to IMSA’s request and said his five takeaways which he shared with all staff were:

1. As a community, we have demonstrated to members of the General Assembly that we are living our mission and successfully fulfilling our two legislative charges. As a result, we expect to be level funded this year, but it is also encouraging that the House Appropriations committee requested that we submit a separate request for an increase. I do not know of others who were asked to do the same.
2. We are expected not just to sustain, but to increase, our outreach and support for students, teachers, schools, and districts throughout Illinois.



3. We must “connect the dots” to show how our alumni contribute to Illinois’ economy, and how they will fulfill a longer vision to make our state THE center of innovation and entrepreneurship.
4. We have the opportunity to share innovative, meaningful outcome measures and are expected to do so.
5. We cannot become complacent about having legislators visit our campus and must continue to support efforts to get them here so they can have first-hand engaging experiences with you and with our students.

## **Reports of Liaisons**

### ***Students***

Shawon Jackson reported on testifying in Springfield at the Appropriations meetings with Sarah Malik, the “Math, Physics, and Politics” discussion on March 14<sup>th</sup> (Pi Day) with guests Representative Daniel Biss and Representative Mike Fortner, promoting service by helping Habitat for Humanity in Alabama, the Harambee show and preparation for IMSAloquium.

Dr. McGee announced that Mr. Jackson advanced to the National Speech Finals which will be held in June.

### ***Faculty***

Dr. Dan Gleason said that 55 IMSA faculty and staff created 38 different presentations for IMSA’s February 25 Professional Development conference, and 250 teachers from nine counties participated.

### ***Parents***

Stuart Bloom reported that 40.7 percent of parent households had contributed to the IMSA Fund through the end of February with donations totaling \$81,564. He said a phone-a-thon was planned for April and May, and he still hopes to reach the 50 percent participation and \$100,000 goals.

### ***Fund Board***

Suzyn Price, for John Hoesley, applauded the Board of Trustees 100% participation and said the Fund was 78% towards its total fiscal year goal with an increased number of donors this year compared to last. She reviewed alumni giving and proposal writing.

### ***Alumni***

Winn Wasson, for Matthew Knisley, invited Trustees to attend this summer’s Alumni weekend on July 22 and 23. He reported on IAA regional events, working with the Student Committee for IMSA Advancement on programs such as the College and Career College forums, and advancing alumni proposals for additional fundraising targeting specific item.

## **Report of the Treasurer**

Mr. Furlong highlighted changes in the procurement rules affecting purchases of \$10,000 or more noting that these could impact IMSA’s ability to quickly re-direct portions of GRF appropriations during the annual sweeps process and ultimately utilize the full funding the State provided to support programs and services in FY11.

## **Public Comments**

Chairman Isoye recognized Harlan Weivoda who requested to address the Board in accordance with its Policy. Mr. Weivoda distributed two handouts including excerpts from IMSA's Admissions policy, a copy of a letter he sent to the Editor of the Tribune dated 12/21 saying "The decision to close IMSA should be made," and a copy of a FOI response from Margaret Hernandez, with additional hand written comments on it.

Mr. Weivoda said he was present on behalf of the Southwest Suburbs of Cook and Will Counties to express his concern that qualified students from that area have been mistreated and not allowed to come to IMSA because of Selection Committee bias. He discussed geography and race, stating his opinion that there should be fairness by grades and scores. He said, "We know that one student scored higher than 47% of them."

Mr. Weivoda spoke to a poster he displayed. He said most of the southwest suburbs had never heard about IMSA. He said Dr. McLaren told him that the review committee has "no say at all" as to who is selected to attend IMSA. Dr. McLaren responded, "That is not true, that is not what I told you," adding that Mr. Weivoda had "continually misrepresented" his statements.

Mr. Weivoda stated that he had just received the Board's letter addressing his comments at the January meeting and had not had a chance to respond yet. *Secretary's Note: The Board's letter was sent several times via certified mail and email.*

Chairman Isoye asked Mr. Weivoda to give a brief concluding statement. Mr. Weivoda thanked the Board for the opportunity to speak, said Ms. Veal and Ms. Hernandez had been nice to him, and referenced the "very intelligent minds" on the Board, adding, "I appreciate listening, and I wish those intelligent minds would answer."

Chairman Isoye thanked Mr. Weivoda for his comments.

## **Adjournment**

A motion was made by Trustee Budzik and seconded by Trustee Rosner to adjourn the meeting. Voting aye were Trustees Isoye, Budzik, Dyson and Rosner. The motion passed by a vote of 4 ayes, 0 nays.

The meeting adjourned at 12:20 p.m.

Respectfully submitted,

Steven T. Isoye  
Chairman

Catherine C. Veal  
Secretary