

Highland Community College
Board Retreat
December 10, 2020
Highland Community College Student/Conference Center
Robert J. Rimington Board Room
Freeport, Illinois

CALL TO ORDER/ROLL CALL

Mr. Jim Endress, Board Chairperson, called the meeting to order at 8:41 a.m.

Members Physically Present: Mr. David Shockey (departed 12:47 p.m.), Mr. Doug Block, Mr. Jim Endress, Mr. Blake Musser, Mr. Shawn Boldt, and Ms. Hannah Boldt, Student Trustee (departed 11:37 a.m.)

Members Virtually Present: Dr. Steve Jennings, and Ms. Pennie Groezinger

Members Absent: None

Others Physically Present: Ms. Chris Kuberski, President; Mr. Pete Fink, Director of IT (departed 12:27 p.m.; returned 12:47 p.m.); and, Ms. Terri Grimes, Board Secretary

Others Virtually Present: Mr. Jim Phillips, Interim Vice President, Academic Services/CAO, Ms. Jill Janssen, Vice President, Administrative Services; Mr. Scott Anderson, Vice President, Business, Technology, and Community Programs; Ms. Liz Gerber, Vice President, Student Development & Support Services; Mr. Steve Mihina, Faculty (departed 9:08 a.m.); Mr. Jeff Reinke, HCC Foundation Executive Director (departed 12:24 p.m.); Ms. Karen Brown, Director, Human Resources (departed 11:24 a.m.); Ms. Leslie Schmidt, Director, Marketing & Community Relations (departed 12:27 p.m.; returned 12:47 p.m.); Mr. Dan Dick, HCC Foundation Major Gift Officer (departed 12:24 p.m.); and, Mr. Pete Norman, Director, Athletics & Physical Education (departed 12:27 p.m.; returned 12:47 p.m.)

PUBLIC COMMENTS

Mr. Steve Mihina, Faculty member and member of the College's Policy Committee, thanked trustees for providing him the opportunity to make public comments regarding renaming the Columbus Day holiday, which was recently discussed at the Policy Committee meeting. Mr. Mihina read a statement (see attached), noting that he "no longer believes changing the name of Columbus Day is the right thing to do for Highland Community College." Following Mr. Mihina's statement, Mr. Endress suggested that, at the next Policy Committee meeting, Mr. Mihina could make a motion to reconsider the action previously taken by the committee, which would then drive more discussion on the issue at the Policy Committee meeting. Mr. Endress thanked Mr. Mihina for providing public comments.

OPENING REMARKS

Ms. Kuberski shared the COVID dashboard, which is updated on Mondays and reflects the prior week. This is finals week, and Ms. Kuberski noted that during the semester, only 30 students and eight employees who had been on campus tested positive for COVID, which speaks to the fact that the College is stressing safety. She thanked the Emergency Operations Team (EOT), noting that the team now meets twice a week, and at one time was meeting seven days a week. The EOT takes into consideration guidance from the Centers for Disease Control and Prevention (CDC), Illinois Department of Public Health (IDPH), and the Governor's orders when determining the College's response. The Faculty Resource Team (FRT) has met every week since it was formed. The FRT surveyed faculty, and the EOT has reviewed the results. Metrics have also recently been posted on the College website, which are taken into consideration when determining the potential response on campus, such as going remote, etc. Contact tracing is also taken into consideration. A big challenge is that the situation is so fluid and there are many variables. The EOT has spent a lot of time trying to keep people safe. If classes are not able to be held face-to-face, they could still be held via Zoom with the "VM" code. The biggest challenge is communicating this to students. Some students want to be on campus because many do not have the technology or internet support at home, while other students do not want to be on campus. Students will likely still want the flexibility of having classes online when things go back to more normal. Mr. Musser asked if the College had taken a stance on vaccinations, and Ms. Kuberski reported that the topic has been broached in the EOT meetings but no determination has been made. The College has been asked to be a vaccination site and is exploring that possibility. Mr. Boldt noted that Illinois State is planning on having classes in person for Fall, with the option to Zoom. Ms. Kuberski stated that we need to do things similar to other community colleges and universities, and that plays a part into what we consider, but we will need options for Fall, and we want faculty and students to still have the flexibility. This semester, the College started enrolling students a week earlier than last year for Spring semester, and dual credit was also registered a little earlier. As of week seven, the College is down 3.6 percent in head count and seven percent in credit hours, which is also on the heels of a drop for nonpayment. Other schools are down 20 percent for Spring, so Highland is holding its own. Marketing and recruitment have done some things to encourage registration, including phone calls, social media posts, billboards, etc. Ms. Kuberski is watching the enrollment numbers carefully and hoping things will level off before the start of classes in January.

Mr. Endress is very pleased with how the College has been able to function under these bizarre conditions and learning to deal with what we have to do to keep others safe. The vaccination news changes day by day. He noted that this situation is challenging, but the College has done a remarkable job handling it. Mr. Endress concluded his remarks by encouraging the Highland family to "keep up the good work." Ms. Kuberski noted that nothing has been received from the State regarding vaccinations, and the Illinois Community College Board has left things up to the community colleges.

In preparing for today's meeting, Mr. Endress has talked with Ms. Kuberski and Ms. Grimes several times. He encouraged trustees to absorb the information presented today and have a good dialogue on the pros and cons of what will be discussed in order to make a decision for the good of the College.

ADMINISTRATIVE UPDATES

Marketing Update

Ms. Leslie Schmidt provided a marketing update. She reminded trustees that M45 conducted an audit of the College's brand usage, which included surveying community members, students, and trustees. The audit concluded that there was a need for consistent use of the College logo, colors, and type face. Through donor funding, brand research was begun by Stamats in October 2019. The research included multiple focus groups, which showed that students believe they receive the same quality education as at other institutions but pay less tuition. They like that Highland is local, has a beautiful campus, and faculty and staff who support them, and Zoom hangouts have now been started as a way for students to connect even though they are not on campus. A consistent font type is now used in marketing, and an internal brand guide has been developed.

Ms. Gerber reported that the academic research conducted by Stamats concluded in April. They looked at the College's current programs, matched them with the needs of the region, and did a comparative study. Strategic Enrollment Management (SEM) has been discussing the market analysis and how the College can continue to use that moving forward. The Deans are committed to working with faculty regarding the need for programs in the market. Dr. Jennings would like faculty to understand more clearly the need to be out recruiting, and Ms. Gerber reported that the Deans are working with faculty on a program marketability audit. Ms. Kuberski, Ms. Gerber, Ms. Schmidt, Mr. Dan Dick, and Mr. Jeff Reinke have met to discuss how the Marketing & Community Relations department can work simultaneously to support and feed into the Foundation's giving campaign. A request for proposal (RFP) has been developed for a vendor to help with the brand image campaign. Ms. Schmidt reviewed the time frame for the campaign, noting that a meeting will be held with potential vendors to ask questions regarding the RFP, with proposals due January 27. The contract will be awarded by February 25, with a March 1 start date. The brand image campaign will go live in April and continue until January 2022, when the Foundation campaign will launch. Ms. Gerber reported that this is something needed, and she applauded Ms. Schmidt and Mr. Reinke for their leadership and work on this.

Athletics Strategic Plan

Mr. Pete Norman reviewed the Athletics strategic plan. He noted that, for the 2020 – 2021 academic year, 19 percent of new students are student athletes, so athletics is the logical way to increase enrollment. He expressed the need for some new full-time positions in order to grow a quality program. A new multicourt facility, including practice areas and classrooms, is needed and would attract students, not just student athletes. Mr. Norman reviewed the list of proposed sports to be added, including men's and women's soccer, track and field, tennis, esports, and women's golf. At this point, women's golf and esports are proposed for FY21, with soccer proposed for FY22, and track and field for FY23. Mr. Musser believes that esports has the potential to have a huge impact. Ms. Gerber reported that a few students provided leadership to begin an esports club, but there has not been continued student leadership in order to continue the club, and there is a need for a coach, infrastructure, and personnel to support esports. Mr. Musser noted the military and industries are recruiting directly from esports, and he is supportive of gathering additional information. Mr. Norman also reported that Freeport School District has started an esports program at the high school, and Mr. Boldt suggested having a 2 + 2 agreement to coincide with esports and gaming. Mr. Norman stated he believes in the greatness

of Highland. The College has a nationally recognized athletics program with community support and can continue to grow through the athletic programs. A new facility would require campus and community support, and faculty and community members have encouraged Mr. Norman to “keep pushing the plan.” He encouraged trustees to dream and have the imagination like the founding fathers did when the College opened its doors. He asked for an indication from trustees on how to proceed and for feedback on the strategic plan, noting that it will be a challenge to grow the program without a new facility. Mr. Musser stated that it is great to have a new facility, but there must be a conversation on the 10- to 15-year lifecycle and already start a funding cycle for floor replacement, etc. Mr. Boldt noted that a feasibility study would show this. This needs to be looked at as an entire student facility. Mr. Block noted that this facility would add to diversity. Everyone needs to be on board. It would be the College and community that would fund it, and we need to work with the Foundation on this. It was also noted that the Nursing wing is still not paid for. An event center is critical, and we need all on board, the Foundation and whole campus involved, not just athletics. Mr. Boldt volunteered to help on behalf of the Board. Trustees discussed the next steps and timing. At some point, trustees will need to approve moving forward if they support the concept. A feasibility study needs to be done to determine how the facility will be run and maintained, activities that will be held there, the pulse of the community to make it happen, and support in the short- and long-term. A steering committee will be put together to talk through the steps and what a feasibility study would entail.

At 10:26 a.m., the Chairperson declared a recess; the meeting resumed at 10:35 a.m.

Mid-cycle Budget Update

Ms. Janssen reviewed the FY21 budget, noting that currently revenue and expenditures are budgeted at \$14,090,812. Revenue is projected to come in at \$13,619,279, while expenditures are projected at \$13,668,048, leaving a deficit of \$50,000. Property taxes are currently being paid on time and there is not a lot of delinquency. Corporate Personal Property Replacement Tax (CCPRT) is coming in low, and tuition is about \$385,000 low, with an estimated 28,000 credit hours. Foundation gifts appear to be on budget. Salaries and benefits are lower than budgeted due to open positions. Contractual services, materials and supplies, conference and meeting, and capital outlay all appear to be under budget at this time, while utilities appear to be on budget. The College will need to rely on transfers in to support the operating budget. At this point, the ending fund balance would be about 30 percent of expenses. If \$325,000 is transferred in from the Health Insurance fund, there would only be one more transfer left in that fund.

Tuition

Ms. Janssen reminded everyone that trustees usually discuss tuition for Fall 2022 at the December retreat. Fall registration begins on April 9, and tuition requires two readings, with the second reading at the March 10 retreat. The FY22 tuition projections are based on a lot of assumptions. Equalized assessed valuations (EAVs) are estimated to increase 1.5 percent for 2020 and 2.5 percent for 2021. Credit hours are estimated at 28,300, and the projection assumes implementation of tuition for First Year Experience Seminar (FYES), which would generate \$100,000. The budget includes an additional drawdown from the Matching Grant, an overall increase of two percent in salaries and three percent in benefits, a \$325,000 transfer from the Health Insurance fund, a few other transfers in, and a two percent variation in expenses. If there was no tuition increase, the FY22 budget would include a deficit of \$360,000, and a fund balance of \$3,793,000 or 27 to 28 percent of projected expenses.

Ms. Janssen reported that the College's per capita cost, calculated by the auditor, is \$661.93, while Sauk Valley's per capita cost is \$561.16. Tuition as a percent of the per capita cost is 22.1 percent, while Sauk Valley's is 26 percent. Dr. Jennings asked if it would be worthwhile to hire a grant writer. Ms. Janssen responded that it depends on the reason for the grant, and if the grant supported something the College was already doing, it would be a good idea. Ms. Kuberski reported that the College recently hired an outside grant writer for a grant. Through the Region 1 Planning Council (R1PC), we have access to software to search for grant opportunities, and the College could then use R1PC's team to write the grant at a cost. The College submitted an ag grant in the amount of \$1.6 million, and also received \$150,000 through Representative Andrew Chesney's office. The College has applied for a Rebuild Illinois grant and also received Capital Development Board (CDB) funds the last several years that have been used to replace duct heaters and carpeting.

Mr. Shockey asked how we convince more people to come to the College by charging more, and Ms. Janssen reported that the College raised the technology fee and activity fee last year, and she is not proposing a change in those fees at this time. Mr. Endress requested that Ms. Janssen send trustees the chart she reviewed that shows fees stacked on top of tuition. At this time, Ms. Janssen is considering a recommendation to increase tuition by \$5 or \$6 per credit hour, realizing she will need to take an additional drawdown from the Matching Grant. Mr. Musser asked how many full-time students it would take to cover the increase, and Ms. Janssen reported it is about \$45,000 per credit hour. Mr. Shockey asked if the College is too expensive for the education it provides, and suggested the College could outsource custodial, maintenance, and grounds. He wants to support an efficient community college that is affordable for students, and he believes the College should cut the budget, noting that the College has not done an aggressive job of that. Dr. Jennings suggested having a comparison of tuition, including fees, and Ms. Janssen will look into getting the information. Tuition-wise, we are currently in the top five in the state, and also pretty close to the bottom in funding from the State. With a \$5 increase, the fund balance would be in the 27 to 28 percent range. Dr. Jennings noted that equalization funding is also relative to the other colleges, and Ms. Janssen reminded trustees that equalization funding is based on EAV divided by full-time equivalent (FTE) students. Mr. Musser stated that he would be disinclined to have any increase that would impact students at this time. Mr. Endress noted that the percent of funding the College receives from the State is smaller than what a lot of other community colleges in the state receive, and any decline in state funding will increase the size of the deficit.

Course and Miscellaneous Fees

Mr. Phillips reported that each year the list of fees is reviewed, and he reminded trustees that the fees cover the costs of supplies for courses. This year an increase in the fee for the Intro to Astronomy course is recommended to cover the cost of the Skynet computer program used in the class. Through the use of this software, students can do a significant amount of work without needing a telescope. It is also recommended that the WorkKeys fee be removed because the testing is no longer being utilized.

Policy 4.20 – Holidays Observed

Ms. Kuberski reported that the Academic Calendar committee is working on recommendations for the next academic calendar. As part of that conversation, there is a pending name change for Columbus Day. Mr. Mihina shared his views earlier, and Ms. Kuberski anticipates there are varied views. Ms. Janssen reported that the recommendation came from the Diversity Committee to the Policy

Committee. The Diversity Committee would like to rename the holiday to something that does not recognize Columbus, but did not want the day to change. The policy did not pass unanimously by the Policy Committee. An ICCTA survey was conducted of other Illinois community colleges, and the Diversity Committee did a poll, as well. Some thought the name should be changed, some thought it should be kept, and some had no opinion. Ms. Boldt reported that the majority of Student Senate members were in favor of changing the name and not idolizing Columbus. Mr. Musser stated that it is important to think of this as macro as possible and to err on the side of feeling everyone feels comfortable. The current recommendation is to change the name to “Fall Holiday”, and Mr. Boldt noted that “Fall Holiday” would be non-offensive. Mr. Endress stated that Mr. Mihina’s and Mr. Musser’s comments reveal a sensitivity problem, but he would not want to change one holiday today and another one six months from now. He asked where you would draw the line rather than singling one out, i.e., Lincoln’s birthday, Martin Luther King’s birthday, Christmas, etc. Mr. Block stated that he values what history has taught us. He believes the holiday should be left as is and look at the situation, what happened, and learn from our history. He stated that changing the name will not solve the problem – mistakes were made in history. Ms. Boldt stated that we should not idolize things that Columbus did, and there is a big difference between Martin Luther King and Columbus. Mr. Endress noted that there is no recommendation being presented today, and he hopes Mr. Mihina follows up and takes this back to the Policy Committee to reconsider. He would hope that the Policy Committee would discuss it again so it is not a piecemeal process. Ms. Janssen noted that it might also be good for the Diversity Committee to hear Mr. Mihina’s thoughts.

MAIN MOTIONS

A. Course and Miscellaneous Fee Changes for Fall 2021

Mr. Boldt moved and Mr. Shockey seconded the motion to approve the list of course and miscellaneous fee changes, as presented, beginning with the Fall 2021 semester. The roll call on the motion was as follows:

AYES: Block, Endress, Jennings, Musser, Groezinger, S. Boldt, Shockey,
H. Boldt
NAYS: None

Whereupon the Chairperson declared the motion carried.

B. CollegeNOW Agreements Between Highland Community College and Forreton Schools, Freeport School District #145, Lena-Winslow Schools, Pecatonica School District #321, Pearl City Schools, Warren Schools, and West Carroll Schools for the 2021 – 2022 (FY22) Academic Year

Ms. Groezinger moved and Mr. Musser seconded the motion to approve the CollegeNOW agreements, as presented, for the 2021 – 2022 (FY22) academic year for qualified students attending Forreton schools, Freeport School District #145, Lena-Winslow schools, Pecatonica School District #321, Pearl City schools, Warren schools, and West Carroll schools. The roll call on the motion was as follows:

AYES: Endress, Jennings, Musser, Groezinger, S. Boldt, Shockey, Block,
H. Boldt
NAYS: None

Whereupon the Chairperson declared the motion carried.

- C. New Program: Advanced Nursing Assistant Certificate
Mr. Shockey moved and Ms. Groezinger seconded the motion to approve the Advanced Nursing Assistant Certificate, as presented. The roll call on the motion was as follows:

AYES: Jennings, Musser, Groezinger, S. Boldt, Shockey, Block, Endress,
H. Boldt
NAYS: None

Whereupon the Chairperson declared the motion carried.

- D. Letter of Support to the Village of Elizabeth for the Expansion of the Tax Increment Financing (TIF) District for the US Route 20 and Downtown Elizabeth TIF District
Mr. Block moved and Mr. Boldt seconded the motion to authorize Mr. Jim Endress, Board Chairman, to provide the Village of Elizabeth, Illinois with the requested letter of support, as presented, in connection with the 12-year expansion of the US Route 20 and Downtown Elizabeth TIF District. The roll call on the motion was as follows:

AYES: Musser, Groezinger, S. Boldt, Shockey, Block, Endress, Jennings,
H. Boldt
NAYS: None

Whereupon the Chairperson declared the motion carried.

Dr. Jennings suggested that representatives of the Village of Elizabeth report back to trustees at some point over the course of the life of the TIF.

At 11:37 a.m., the Chairperson declared a recess; the meeting resumed at 12:00 noon.

BOARD UPDATES

Foundation Endowment Concept

Mr. Endress, Mr. Block, Ms. Kuberski, Mr. Jeff Reinke, and Mr. Dan Dick met to discuss the Foundation endowment concept. Mr. Dick stated that there is no time where philanthropy has ever been more important for the College. In discussing the Foundation's fundraising campaign, the idea of an endowment has been discussed, and the framework for the proposal has been developed. This would be a million-dollar campaign to support Highland's greatest needs and would be a way to create additional funding for the College. A minimum of \$500,000 would be committed from the College to support Highland's Legacy Fund, possibly utilizing the Matching Grant, and the Foundation would

work to secure an equal amount. Gifts and pledges could be made over five years, and the matching funds would be applied to an endowment when the final pledge is made, which may be able to provide budget relief for the College. Language would be included to allow for emergency use beyond the four percent earnings. Mr. Reinke stated that this shows the commitment of the College. This would be a part of the campaign and a “menu item” but the donor’s support of this program would live on in perpetuity. Mr. Endress noted that this could be appealing to some donors. He asked if the \$1 million is a “hard cap,” and Mr. Dick responded that the best case would be far above the \$1 million. Mr. Endress stated that it will be important for this Board and future Highland Boards to have flexibility. Ms. Janssen reported that this is the first time she saw the information, and she would like to see what the impact would be of further restricting funds. Perhaps the College could donate the earnings, not the principle, to the endowment. Mr. Shockey noted that the reality is that for the last four to five years, the College has had to draw down on the Matching Grant for the operating budget. He believes the concept is good and the donors will want to donate toward this. Mr. Block stated that he would want the money to be unrestricted to the College. The four percent would be a guideline but the College could determine the percent to take, and it was understood that the interest would be used and not the principle. The use of the money would be determined by the Board. Ms. Janssen expressed her concern that by removing \$500,000, that money becomes restricted. Mr. Endress stated that the key is that the language is written so that the College could tap into the principle if there is an emergency, and Mr. Boldt noted that some donors may be turned off by that. The College’s \$500,000 would not flow until there are matching gifts. Mr. Endress noted that currently the College has the authority to spend all of the Matching Grant, so if \$500,000 is put into the endowment, the College would have less ability to spend. Mr. Boldt stated that he would be in favor of spending the interest, but not the principle. Mr. Reinke and Mr. Dick will provide two to three options for the potential endowment to share with Ms. Kuberski and Ms. Janssen.

CLOSED SESSION

Mr. Musser moved and Mr. Boldt seconded the motion to move into Closed Session for the purposes of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in an educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in an educational setting, or a volunteer of the public body, or against legal counsel for the public body to determine its validity; collective negotiating matters between the public body or their representatives, or deliberations concerning salary schedules for one or more classes of employees; and, discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the public body of the minutes or semi-annual review of the minutes and tapes, pursuant to the Open Meetings Act, and to return to Open Session for possible action. The roll call on the motion was as follows:

AYES: Groezinger, S. Boldt, Shockey, Block, Endress, Jennings, Musser
NAYS: None

Whereupon the Chairperson declared the motion carried.

Mr. Endress explained that the public attendees through Zoom would remain in the meeting, with the video and audio muted, while the Board was in Closed Session. Mr. Pete Fink would update the public attendees from the Zoom chat during the Closed Session, as needed, and the video stream and meeting would resume following Closed Session.

At 12:27 p.m., the Chairperson declared the meeting in Closed Session.

Mr. Shockey moved and Mr. Musser seconded the motion to end the Closed Session. The roll call on the motion was as follows:

AYES: S. Boldt, Shockey, Block, Endress, Jennings, Musser, Groezinger
NAYS: None

At 12:47 p.m., the Chairperson declared the motion carried and the Closed Session ended.

ACTION, IF NECESSARY

A. **Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body, Including Hearing Testimony on a Complaint Lodged Against an Employee of the Public Body or Against Legal Counsel for the Public Body to Determine its Validity**

1. **Appointment: Interim Coordinator, Academic Technology Resources**
Mr. Musser moved and Ms. Groezinger seconded the motion to approve the appointment of Mr. Shawn Vlad as full-time interim Coordinator, Academic Technology Resources beginning November 30, 2020, and extending through January 3, 2021, at a biweekly salary of \$1,827.69 over the length of this appointment, plus appropriate fringe benefits. This is a professional appointment and is necessary due to the retirement of the incumbent currently in the position, Joan Miller. The roll call on the motion was as follows:

AYES: Block, Endress, Jennings, Musser, Groezinger, S. Boldt
NAYS: None

Whereupon the Chairperson declared the motion carried.

2. **Appointment: Interim Director, Nursing**
No action was necessary.

3. **Appointment: Interim Vice President of Academic Services/Chief Academic Officer (CAO)**
Dr. Jennings moved and Mr. Musser seconded the motion to approve the continuation of the appointment of Mr. Jim Phillips as full-time interim Vice President of Academic Services/Chief Academic Officer (CAO) extending from January 1, 2021, to June 30, 2021, for a stipend of \$6,000 over the length of this appointment, plus

appropriate fringe benefits. Such salary shall be in conjunction with any other salary and benefits Mr. Phillips would be entitled to receive under his current position as Dean of Humanities/Social Sciences/Fine Arts. Mr. Phillips will continue to co-facilitate the Leadership Institute and Leadership Forum classes as a part of this appointment. If the Vice President of Academic Services/CAO vacancy is filled prior to June 30, 2021, this appointment will end on the first day of employment of the individual appointed to the position. The roll call on the motion was as follows:

AYES: Endress, Jennings, Musser, Groezinger, S. Boldt, Block
NAYS: None

Whereupon the Chairperson declared the motion carried.

4. Appointment: Interim Director, Adult Education Programs
No action was necessary.

- B. Collective Negotiating Matters Between the Public Body and its Employees or Their Representatives, or Deliberations Concerning Salary Schedules for One or More Classes of Employees

No action was necessary.

- C. Semi-annual Review of All Closed Session Minutes and Tapes

Dr. Jennings moved and Ms. Groezinger seconded the motion that the Closed Session minutes, which were previously closed, remain closed at this time and unavailable for public inspection, and that the audio recordings from the following Closed Sessions be destroyed at this time, pursuant to the Open Meetings Act: February 19, 2019; March 6, 2019; March 19, 2019; April 29, 2019; May 28, 2019; and June 5, 2019. The roll call on the motion was as follows:

AYES: Jennings, Musser, Groezinger, Boldt, Block, Endress
NAYS: None

Whereupon the Chairperson declared the motion carried.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Ms. Gerber reported that the College is currently looking for an interim director for Adult Education, and the person is yet to be identified. She is hopeful that a name will be presented for approval at the January regular Board meeting.

A special Board meeting will be held at 4:00 p.m. on Tuesday, December 15, 2020, to approve an interim Director of Nursing. More details will be forthcoming.

ADJOURNMENT

Ms. Groezinger moved and Mr. Musser seconded motion to adjourn the meeting. At 12:57 p.m., there being no further business, the Chairperson declared the motion carried and the meeting adjourned.

Respectfully submitted,



Terri A. Grimes, Board Secretary
Illinois Community College District No. 519

December 9, 2020

I am speaking today as a member of the Policy Committee.

As you know the committee voted to change the name of the Columbus Day holiday to Fall Semester Break.

The vote was 5 yes, 2 no and 1 abstain.

I cast one of the yes votes.

At the time my intent was to seek a compromise solution from the original request to change the name to Indigenous People Day

While I can't change my vote, I no longer believe changing the name of Columbus Day is the right thing to do for Highland Community College.

Changing my vote wouldn't matter anyway, as the motion would still pass, 4 to 3 to 1

Since the Policy Committee meeting, I've done research on holidays and on diversity and political correctness.

I now believe holidays play an important role in creating affinity between citizens and the United States, and affinity among citizens with each other.

Changing the name of the Columbus Day holiday removes affinity without any apparent replacement of affinity.

I have also come to question the underlying motivation of the Diversity Committee, who submitted the request.

I have no doubt they are well-intentioned. But, they seem to be confusing guilt with responsibility. They seem to want to alleviate guilt from the past, and believe doing so will create a better future for Indigenous People.

But there is no vision coupled with the action.

Changing the name of a holiday is the action of an activist, not the action of an empathic problem-solver.

To me, a better idea is to sit down with Indigenous People and listen to them describe their issues and their wants and needs, and then use what they have communicated to try to help them solve the problems of the present and map out a better future.

I don't believe you make people's lives better by making cosmetic changes (like changing the name of a holiday) from 30,000 feet. You have to get to know people to be able to help them.

Thus, I no longer support changing the name of the Columbus Day holiday.