

## **REPORT OF THE PRESIDENT**

**Evan Glazer**

**November 8, 2021**

### **Leadership Matters**

I want to begin this report by expressing gratitude to Traci Ellis, our Chief Human Resources, Chief Equity Officer and Chief Legal Officer, who will be retiring at the end of November. We are both excited to congratulate her and also saddened about her departure as she has been an invaluable colleague with a solid track record of wisdom and guidance. She established a structure for transforming HR to a key strategic partner ensuring organizational design and thought leadership to Cabinet and the Senior Leadership Team. In addition, she has ensured we have followed legal guidelines, including acting as the Co-Chief Labor Relations Negotiator with outside counsel, as well as ensuring IMSA policies have been updated and procedures followed as Board Secretary. Traci has been instrumental in leading our advancement in Equity and Excellence through the Board policy development, co-creation of, and implementation of our Equity and Excellence plan. More information about HR support and restructuring Traci's other roles into the future will be forthcoming later this month. For now, please join me in expressing appreciation for Traci's contributions and thanking her for her service to the academy throughout the month of November.

This report provides the Board of Trustees with an overview of progress on Academy priorities over the past month. Through our summer retreat, the IMSA Cabinet has identified a core goal for this school year: By the end of 2021-2022 IMSA will cultivate a healthy culture for learning, working and impact through a lens of Equity and Excellence. We have identified three crucial pillars for our success this year: Well-being, Equity and Excellence, and Impact. Each pillar has a set of priority outcomes with indicators described on the Operational Excellence Dashboard shared at regular board meetings. Below are some strategy updates in each of these domains.

### **Well-being**

- We were COVID-free on campus for five straight weeks between September 20-October 22. This was a great success given the mitigation measures we have put in place, along with the weekly refinements recommended by a monitoring committee consisting of a variety of colleagues. We have also started a student monitoring committee for additional feedback. Examples have included allowing a student to visit a residence hall room for homework help if they are wearing a mask, or permission to use free weights in the fitness center.
- We have issued a monthly Wellness newsletter for colleagues, authored by different colleagues around campus. The October edition was about having fun

at work with departmental competitions, clubs for colleagues, and fun in the neighborhood; and the November edition was about employee discounts, perks, financial wellness hub, and wellness seminars as part of *Be Well Illinois*.

- In October, departments decorated offices for Halloween, held trick or treating and held a costume competition. The best office design was the Business and Financial Services office, which set up their space like Camp Crystal Lake from Friday the 13<sup>th</sup>, and the best dressed team was Student Affairs who dressed up as different characters of the video game *Among Us*. In November, colleagues are having a fun cook-off and bake-off competition, spaced far apart in the gymnasium with a holiday theme.
- At the completion of Quarter 1, we shared [academic support resources for families](#) so they are aware of how students can obtain extra help. The Principal's Office began a new email alert process for students with at-risk grades (C- or D) today 10/25/21. Throughout quarter 2, families will receive an email by the end of each week if their student has one or more grades that have been at-risk for 2+ weeks. The email will also remind students and families of steps they can take to help support the student's success in collaboration with IMSA's academic support staff and faculty.
- We have updated our academic target of "Number of contributions from IMSA community members to a STEM body of knowledge (e.g., digital commons)." The baseline we used from last year's total inaccurately included duplicate reports as well as references to alumni manuscripts. The current number reflects articles and presentations specifically related to current IMSA students and colleagues.
- Please see the Student Affairs report for extensive updates about student social-emotional and mental health updates. Reports from safety and security, counseling services, student activities, residential life, service learning, athletics and more are included.

## Impact

- We are reaching out to legislators where we don't have representation among the student body or will be losing representation after the class of 2022 graduates. We are also working with PAC to organize virtual events for parents/students from these areas.
- We held Preview Day in person on October 24 in the gymnasium and with self-guided tours. Currently visitors do not have close proximity to students as a COVID mitigation. Our VIP tours are scheduled for November 20.
- CTL is identifying legislative districts that have not been impacted with Teacher Development programming. We are communicating with ROE's serving these non-impacted districts and communicating offerings and programs available.
- CTL is partnering with admissions and enrollment to increase the scale of extension program offerings (see attachment). We are also identifying legislative

districts that have not been impacted by student programming, and exploring virtual options for the future.

- The Tribute to Leon Lederman and Alumni Awards Show held on October 22 was a big success ([see details](#)). The Titan Award was given to Dr. Jerome “Jay” Budzik '95, The Alumni Distinguished Leadership Award was given to Michael Peil '90 and Dr. Carl Earl Lambert '03, and The Alumni Trailblazer Award was given to Dr. Neha Narula '99.
- Since intersession is remote this year, we have invited alumni and parents to share their expertise by offering a one-week class for our program between January 10-14.
- Please refer to the Strategy Office report for more details about enrollment management, the PROMISE program, Office of Public Affairs, Project Management, Facilities and COVID monitoring.

## Equity and Excellence

- The Senior Leadership Team (SLT) is currently reading *Stamped from the Beginning* by Ibram Kendi.
- Members of the SLT will also organize a Racial Equity Task Force to work collaboratively with the IMSA community to openly discuss race, solve vexing racial problems, and enact strategies to engender and sustain racial equity at IMSA. The Task Force will examine factors that impact black students' sense of belonging and feeling more safe on campus due to their race.
- We completed the Equity and Excellence Scorecard (to be presented as the Deep Dive at the January Board meeting).
- Our DEI team is currently writing a curriculum for a cultural competency course for colleagues.
- We are currently exploring a series of cultural competency workshops for colleagues during the second half of the school year in collaboration with the University of Southern California's Race and Equity Center.

## Other updates

- We have funded 9 IMSA Innovation Grants to give students and colleagues some financial support and mentoring in their initiatives related to our Academy priorities of Equity and Excellence, Impact and Well Being this year. See attachment for more details. We will issue additional grant opportunities throughout the year.
- We have postponed our accreditation visit given COVID protocols are still in place. The new dates will be May 17-19, 2022.

- I have met with the Governor's office and campus leaders met with IBHE with our request for FY23 [operating and infrastructure needs](#), as outlined at the September 2021 Board meeting.
  - The National Consortium of Specialized STEM Schools (NCSSSS) held their annual conference November 3-6 in Kansas City, Missouri, using strict COVID guidelines. A team of IMSA colleagues attended to network and share practices  
Presenters from IMSA included:
    - *Engaging Students in Equitable Hands-on Assessments* - Sowmya Anjur, Science Faculty and Scientific Inquiry and Research Coordinator
    - *Awareness Campaign* – Marta Kaluza, Spanish Teacher
    - *Hands On, Screens Off Science* – Nicole Ross and Karen Ye, Center for Teaching and Learning
    - *Micro-Credentials to Promote STEM Professional Learning* - Angela Rowley, Director of State and Federal Educator Development
- Also, Dr. Comfort-Akwaji Anderson, Principal and Chief Academic Officer, was elected to the NCSSSS Board of Directors

- As a followup from the September Board meeting, the following table illustrates the recent and pending state appropriations for Capital Improvements

Capital Project Description	Amount	Fiscal Year Originally Appropriated	Funded	Anticipated Funding Timeline
For the renovation of residence halls, and other capital improvements	\$ 8,675,800	2020 (a)	No	IMSA/CDB discussion in progress Estimate 1-2 years before funding released
Miscellaneous capital improvements including construction, capital facilities, cost of planning, supplies, equipment, materials, services and all other expenses required to complete work	\$ 6,680,000	2020 (a)	No	IMSA/CDB discussion in progress Estimate 1-2 years before funding released
Heating and Cooling System	\$ 3,676,018	2019	Yes	Project in process
IMSA Roofing Project	\$ 6,601,136	2014	Yes	Project in process
(a) Rebuild Illinois Legislation Enacted June 2019 P.A. 101-0638				
CDB and IBHE both approved IMSA combining these two appropriations to support residential hall construction				
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