

Eleventh Message from the President
November 3rd, 2021

Colleagues,

I hope you enjoyed the Halloween weekend. It was so great to see many of our departments decorated last week to celebrate with our students, along with a costume parade and trick-or-treating. Congratulations to our winners: The Office of Business and Financial Services won the office contest and Student Life won best team costume. RC Shane Cowsert won the costume contest. The Force was with the President's Office, and in fact a new Force is now among us (come meet Rachel Force who started this week).



Now that we are into a new month, let's get ready for another friendly competition: Best lunch ever! IMSA's faculty and staff will be having a bake-off and slow cooker cook-off on November 17 in the West Gym during midday just in time for the holiday season. The theme is HOLIDAY!!! Please cook one pot of a special dish to sample or bake one pan of your favorite dessert that represents the holidays to you. Please [complete this google form](#) by November 10. We will have 3 famous judges, who will determine the winners. If you have any cook-off questions, please contact [Steve Dutcher](#), and bake-off questions, please contact [Keisha Rheams](#).

November 17 will also be the date of our next full Board meeting. Our deep dive topic will be Equity and Placement Tests. We will review our current practices, related research and involve the Board in a discussion and feedback. Please consult with [Dr. Jeanette Bartley](#) or [Dr. Comfort Akwaji-Anderson](#) with any input you'd like to offer in advance of the meeting. We will host a virtual Board summary presentation to colleagues on November 22 (invitation forthcoming) to review this presentation, interim progress on our Academy priorities, along with other Board matters. Speaking of priorities, check out the recent [Innovation Grant projects](#) fueled by colleagues and students. Another grant opportunity to support your ideas and Academy priorities will be released again later this year.

I want to bring to your attention that the Principal's Office is currently accepting [proposals for Intersession](#) until November 10. This is a great

opportunity for *any colleague* or *any team of colleagues* at the Academy to offer a one week seminar between January 10-14, 2022, no matter where you are located since it's virtual this year. IMSA is a learning laboratory for imagination and inquiry. This is a great opportunity to share a personal passion, make connections across disciplines, address inequities around the globe, draw in other colleagues, speakers and alumni from anywhere to create a truly unique learning experience. Don't hold back, be amazing and share what you love with our community. For those of you who are not in a typically student-facing role, no problem -- this is your chance to feel connected and to get to know our students better.

Last, I want to share some news that our Chief Human Resources, Chief Equity Officer and Chief Legal Officer, Traci Ellis 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 from a back office role to a key strategic partner ensuring organizational design and thought leadership to Cabinet and the Senior Leadership Team. In addition, she ensures we are following legal guidelines, including acting as the co-chief labor relations negotiator with outside counsel. 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.

Titans Together,

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Dr. Evan M. Glazer

President

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY



1500 Sullivan Rd., Aurora, IL 60506-1000 | 630.907.5000 | imsa.edu