



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
University of Illinois, College of Education, Room 192,
1310 South Sixth Street, Champaign, IL 61820
July 9, 2014
Meeting Minutes

Call to Order

Chairman Griffin called the meeting to order at 8:40 a.m.

Roll Call

Ms. McKenna called the roll.

Members Present: Sheila Griffin, Eric Brown (Polycom), Jay Budzik (Telephone), Steven Isoye, Leslie Juby, Mary Kalantzis (Polycom audio/video UIUC site), Carey Mayer, Erin Roche, and Marsha Rosner

Members Absent: Kathy He, Luis Núñez, Paula Olszewski-Kubilius, Karen Hunter Anderson, James Applegate, Jeffrey Craig, and Christopher Koch

Closed Session # 1

Chairman Griffin requested a motion to go into closed session (5 ILCS 120/2 Sec. 2 (c) (21) to review Closed Session minutes from the May 15 Special Board meeting and May 16 Regular Board Meeting #1 & #2; and (5 ILCS 120/2 Sec. 2 (c) (1) Employment, Performance, Compensation and Discipline of Specific Employees.

A motion was made by Trustee Isoye and seconded by Trustee Roche to go into closed session for the purposes stated. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. 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 9:35 a.m.

Roll Call

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

Members Present: Sheila Griffin, Eric Brown (Polycom), Jay Budzik (Telephone), Steven Isoye, Leslie Juby, Mary Kalantzis (Polycom audio/video UIUC site), Carey Mayer, Erin Roche, and Marsha Rosner

Members Absent: Kathy He, Luis Núñez, Paula Olszewski-Kubilius, Karen Hunter Anderson, James Applegate, Jeffrey Craig, and Christopher Koch

Liaisons Present: Melvin Bacani for IMSA Alumni Association, Vinesh Kannan for IMSA Student Council and John Hoesley for IMSA Fund for Advancement of Education

Liaisons Absent: Jason Ball for IMSA Parents Association and Eric Hawker for IMSA Faculty

Chairman's Good News Items

First

Chairman Griffin congratulated our residential and RISE students and alumni for their recent achievements and highlighted the following:

2014 graduate James Tao has been named to the US International Mathematics Olympiad team for the second year. He is traveling to South Africa this month for the IMO.

Collette Moos, Class of 2014, and Dan Pechi, Class of 2015, were awarded fully funded National Security Language Initiative for Youth Scholarships during summer 2014. Collette will study Arabic in Oman and Dan will study Russian in Russia. This initiative is sponsored by the U.S. government and is administered by the U.S. Department of State's Bureau of Educational and Cultural Affairs.

Class of 2016 member Isabella Lee won first place in the National Academy of Engineering's 2014 Engineer Girl essay contest.

Students in our online inaugural Research, Inquiry Skills & Experimentation course, RISE, also excelled, with students winning Gold Awards at the Illinois Junior Academy of Science State Exposition, as well as an Intel Award, two best in category awards, and three invitations to present research at national events. A total of 16 students received awards, more than one-third of the 40 students who enrolled in the course.

Keen IO, co-founded by three 2002 IMSA alumni, Dan Kador, Ryan Spraetz and Kyle Wild, recently raised \$11.3M in Series A venture funding. The round was led by Sequoia Capital, with participation from a number of returning investors. Keen IO provides an API that lets developers build scalable analytics features directly into their mobile and web apps allowing users to collect and store huge amounts of event data and allows them to analyze, visualize, and find answers and share them with the team, customers, partners, investors.

Second

Chairman Griffin welcomed our Board's newest Ex-Officio member, Dr. Jeffrey Craig, Superintendent of West Aurora SD 129. She mentioned that Dr. Craig is a former Superintendent of Interstate 35 Community School District based in Truro, Iowa and also served as principal for 11 years at three large comprehensive high schools – Oswego East, Rich East in Olympia Fields, and Central in Davenport IA. Due to a scheduling conflict, Dr. Craig was unable to attend the meeting.

Legislative Discussion at the June 18, 2014 Executive Committee Meeting

Chairman Griffin said State Representatives Linda Chapa LaVia, Ken Dunkin, Bob Pritchard, Naomi Jakobbson and Retired State Representative Suzanne Deuchler along with a number of legislative staffers were welcomed at the June 18 Executive Committee meeting. She said we appreciated the opportunity to hear directly from them comments and questions regarding our work on diversity issues, which clarified and illuminated a number of things. The Chairman noted we have followed up and will continue to follow up in our efforts to advance our shared commitments to develop and help others develop diverse STEM talent to benefit Illinois.

She said the kind words Rep. Chapa LaVia offered to the IMSA Community on the recent death Dr. Eric McLaren were greatly appreciated. Chairman Griffin noted how blessed IMSA was that Eric made us his life's work. She thanked all board members and staff members who supported Eric and his family, the IMSA community, and friends and colleagues in the greater Aurora area and beyond, as we championed the cause of ALS research together. She quoted Dr. McLaren who said, "The answer is in the science." Chairman Griffin said: "I know we all hope and pray for timely scientific discoveries that lead to more effective treatments and ultimately a cure."

She called for a moment of silent reflection in memory of Dr. Eric McLaren saying, "Rest in peace, Eric, and thank you for leading wisely for IMSA for many years."

Presidential Search

Chairman Griffin gave the following brief statement regarding the status of the Presidential Search:

"On behalf of the Board, we are pleased to announce that the Presidential Search process is concluded after second round interviews with a very strong field. We have determined our next step and we will issue a statement soon."

BOARD ACTION ITEMS

Closed Session Minutes – May 15, 2014 and May 16, 2014 #1 and #2.

January 22, 2014 #2, March 19, 2014 minutes #1 & #2

Chairman Griffin called for a motion to approve the Closed Session minutes as reviewed in today's Closed Session including amending May 15, 2014 to add Ex Officio members who were absent. A motion was made by Trustee Juby and seconded by Trustee Rosner to approve the Closed Session minutes from May 15, 2014 and May 16, 2014 #1 and #2. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

Agenda Order Changed

Chairman Griffin noted that due to time constraints, the order of the agenda needed to be changed. Items 11. Liaisons' Reports and 12. Treasurer's Report were moved to the end of the meeting.

Trustee Juby motioned and Trustee Isoye seconded the motion to reorder the agenda. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

Report of the President

President Veal referenced her written report including thanking the Illinois General Assembly and Governor Quinn for their decisions to level-fund IMSA in FY15, significant progress made on many FY14 priorities, academic/residential program changes, the growth of FUSION, RISE and Mentor Matching Engine, and *Education Week's* article highlighting our residential and statewide extension programs. She expressed gratitude for everyone's support during this time of transition and staffing changes.

ACTION ITEMS:

Consent Agenda

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

The following items were approved:

Minutes

- May 15, 2014 Special Board Meeting
- May 16, 2014 Regular Board Meeting

Personnel Items

NOTE: Compensation rates vary depending on a number of factors including but not limited to an individual's education, an individual's previous experience, the complexity of the assigned responsibilities, and the duration of the work.

Resignations

Katherine L. Berger, John R. Gall, Michael R. Hoehn, Scott W. Nazimek, Daniel L. Riemersma, Megan E. Schrementi, Frank C. Tomsic, Yizhe Zhang

Retirements

Paula T. Altekruise, Mary A. Seegers

New Staff

Efrain De Luna, Lindsey M. Herlehy, Barbara I. Hernandez, Resident Counselor, Robyn Lee-Diaz, Bianca M. Leoni, Dhruvi Patel, Heather L. Richardson, and Christopher L. Whitehead

Change in Status

Brian Grublesky promoted to Statewide Educator Initiatives (SEI) Program Manager

Part-time Hourly Staff

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

a. Business Office

Robert E. Houston, Purchasing Officer-Temporary,

b. Facilities Services - Summer Custodian/Maintenance

Max Bergie, Jared Davis, Michelle Johnson, David Kinney, Mandy Rieger

c. Golden Apple Scholars Summer Institute

April Capuder, Karen Lopez, Patricia Trafton

d. Information Resource Center (IRC)

Monica S. Mastrud, Luke A. Morriscal, Tony Richardson II

e. Information Technology Services (ITS) – IT Helpdesk Summer Intern

Amanda Gao, Milosz Kowal, Yash Thacker

f. Innovation and Entrepreneurship - TALENT Camp Instructor

Prachi Aggarwal, James A. Gerry

g. Marketing and Communications – Switchboard/Receptionist Coverage

Lindsay Baumgarner, Anne Victory

h. Principal's Office

Christine J. Loos

i. Professional Field Services

FUSION Teacher, January 7, 2014 - June 15, 2014

Melissa McIntosh, Katrina Sivals, Lincoln Brown, Juanita Paulinski, Marilyn Townsend, Andrea Little, Patrick Brogan and Colleen Kintz

SSI Summer Programs – IMSA

Raymond J. Dagenais, Brittany Herzovi, Cheryl Lewis, Jonathan Loucks, Sandy Perez, Gregory Peterson, Jacqueline Sanders, Vicki Schacht, Hannah Swerbenski, Kaitlin Togliatti,

SSI Summer Programs – Chicago Field Office, Instructor

Angela Kinney

SSI Summer Programs – Metro East Field Office, Teacher

Melinda Bernal, Susan Bohnenstiehl, Maggie Cluck, LaTonya Davis, Julie Ehret, Amanda Eschman, Ann Kleinmann, Angelina Meneghetti, Rachel Poettker, Stacie Porter, Kimberly Priller, Angela Richter, Tyler Schrage, Lottie Scott, Kathy Thompson,

SSI Summer Programs – Rock Island Field Office, Instructor

Benjamin Kirgan, Jamie Cotta, Sarah Weigel,

Healthcare Contract Renewal

Third renewal year in the amount of \$154,060.00 for FY15 reflecting a 1.58% CPI-Medical Services price increase per the contract terms.

Sodexo Food Services Contract Renewal

Fourth year renewal of the nine-year option from August 1, 2014 to July 31, 2015 in the amount of \$1,214,484.20 for FY15 reflecting a .557% CPI-Food Away From Home price increase per contract terms.

Policies

- Student Discipline Policy (Revised)
- Chemical Possession and Use Policy (New)
- Employment Separation/Termination (Revised)

CADRE (IMSA Faculty Contract) Revisions

Career Development Reinforcing Excellence, combines performance assessment and professional growth for faculty.

Diversity Plan

Modifications made after the first reading with feedback from Trustees included: naming the Board as responsible for approving and overseeing the Diversity Plan, reordering objectives and strategies to emphasize priorities, and completing the Diversity Plan logic model. Also, a specific strategy focusing on males and the promotion of positive masculine characteristics was added.

Textbooks 2014-2015

Prevailing Wage Resolution

Request to IMSA Fund for Fundraising Campaign for Capital Projects and Other Needs

Ms. Veal introduced consultants Greg Simoncini of Simoncini Strategies and Kathy Hanson of Marts and Lundy, who conducted a Capital Fundraising Campaign Feasibility Study for the IMSA Fund. Ms. Hanson reported that 29 people were interviewed, 3 could not be scheduled and several declined to participate. She said the questions were designed to determine whether the IMSA Fund is prepared to launch a \$20 million campaign, to identify potential donors and to reveal strategies that would increase the chances for success. She commented that a strong Development Office is needed, which IMSA has, and spoke of potential donors asking questions and wanting to understand priorities. She said some interviewees indicated they would be more comfortable volunteering though some hesitate asking for money, and some said they would donate but gave a range rather than a specific amount.

Mr. Simoncini reviewed the findings of the study and some of the responses noting the interviewees were very candid and fell into two categories: 1) Non-alumni with no children at IMSA - all think highly of IMSA; they think the facility is the state's responsibility; they are not concerned if alumni do or do not stay in state; all would make a gift but unless the state made upgrading the facility an exciting partnership, it would be a token amount. He said they were more passionate about the program and the Innovation Hub and Science classrooms were of greatest interest. 2) Alumni and Parents of Alumni - most expressed positive feelings towards IMSA and indicated their interaction with other bright students was most valuable to them; some worried the culture is being lost when students go home for weekends; many said IMSA keeps them well-informed but they are not engaged as much as they are by their colleges or graduate schools. He said the IMSA alumni interviewed displayed pride of association that is typical in a private school, however they did not display a sense of responsibility towards support as seen in a private school particularly those who had a boarding experience. He also pointed out that many of the interviewees had a neutral response to the Board because they felt uninformed of its role; most had positive reactions to the current leadership, many were concerned about the selection of the next President, and only 16% felt the IMSA's fundraising potential was good.

Trustee Roche asked about benchmarking and how IMSA's donations compare to other boarding schools. Mr. Simoncini responded the benchmark is about 30% in private schools. Ms. Hanson commented that it does not compare well noting this is a great opportunity for IMSA to begin a culture of giving. She pointed out that successful boarding schools begin in freshman year talking about a student's responsibility to give back. She expressed her belief in the capacity to raise \$20 million, saying we know it is there, however we don't think it is there right now. She suggested looking at a campaign in two \$10 million phases with Science Labs and the Innovation Hub and classrooms as the

first phase initiatives. Responses to questions were discussed further. Utilizing a comprehensive engagement strategy, not just engaging alumni, and considering a new business model, were recommended.

Ms. Veal advised that the presentation slides containing all the details would be added to the online Board materials after the meeting.

Board members and consultants conversed about strategies and opportunities for engagement, potential competition, IMSA's mission and purpose, individual benefits, models and connecting language. Ms. Hanson was noted that alumni spoke about IMSA as their "high school" thus what IMSA calls itself is important and perhaps it should be changed. Trustee Brown suggested that an institution where students attend Monday-Friday during the academic year could be called "the School@IMSA." Trustee Kalantzis pointed out this is a unique and complicated situation and agreed that certain language needs to be connected to the "pitch." She said, "I am not sure we have the capacity; where would it all come from?" Trustee Roche commented that he has similar questions noting it may be exciting for an Innovation Lab but we have a second charge for public good, teaching and learning across the state and asked about FUSION graduates.

Ms. Veal noted that the Fund Board will have counsel; Paul Milano has led a number of fundraising campaigns for other institutions and we have a lot of people who can help us get off the ground. She stressed the importance of understanding that the IMSA Fund for Advancement of Education is not IMSA; it is a separate legal entity and it is up to the IMSA Fund Board of Directors whether it will approve the IMSA Board of Trustees' request to conduct a fundraising campaign with a commitment by IMSA to maintain IMSA Development Office staffing at least the current levels throughout the duration of the campaign. A question was raised relating to staffing and not knowing what funding will be in the future. Ms. Veal said if approved now, the Boards can vote to suspend the campaign later if necessary.

Ms. Veal recommended the following action:

"That the IMSA Board of Trustees approve a request on behalf of IMSA for the IMSA Fund to conduct a fundraising campaign to benefit the Academy by securing private sector resources for a variety of capital improvement projects on the campus, as well as other needs, over the next several years...

- with specific goals and strategies to be established at an appropriate time by the IMSA Fund Board of Directors in collaboration with the IMSA Development staff, IMSA Trustees and administrative leaders, and IMSA Fund consultants; and
- with a commitment by IMSA to maintain IMSA Development staffing at least the current levels throughout the duration of the campaign."

A motion was made by Trustee Juby and seconded by Trustee Rosner to approve Ms. Veal's recommendation as presented. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

Trustee Budzik asked for Fund Board President John Hoesley's comments and reactions. Mr. Hoesley replied that his liaison report reflects the IMSA Fund's direction. He mentioned that several years ago we talked about doing a campaign for several priorities; however we realized we were not ready at that time. He said \$10 million seems like a daunting number but looking at a year when we received a \$1 million gift along with the increase in Fund Board membership, there are a lot of building blocks in place now and though it will take time and a lot of hard work, now is the time to try. Ms. Veal emphasized that the motion does not commit the Boards to \$10 million or any other number; specific goals and strategies are still to be determined.

FY15 Pay Range Compensation Structures

Mary Spreitzer addressed increasing the compensation structure for FY15 by 2.4%, which is consistent with the Consumer Price Index (CPI-U) for Chicago, IL-Gary, IN-Kenosha, WI. She said the proposed compensation structure ranges are linked to the agenda and this increase will more closely align the midpoints of the faculty compensation ranges to the midpoints of the peer comparator ranges.

Ms. Veal recommended increasing the compensation structure minimums, midpoints and maximums of our pay ranges by 2.4% as presented.

A motion was made by Trustee Isoye and seconded by Trustee Roche to increase the compensation structure as recommended. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

FY15 Compensation Adjustments

Mary Spreitzer reviewed variable salary adjustments ranging from 0% - 4%, with the average being 3% based on compa-ratio as presented in the Report of the President. She said the increases are needed to maintain market competitiveness and internal equity while providing flexibility to meet the requirements of the Academy.

Ms. Veal recommended approving the variable salary increases for FY15 retroactive to July 1, 2014.

A motion was made by Trustee Isoye and seconded by Trustee Roche to approve FY15 compensation adjustments increase the compensation structure. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

FY15 Co-curricular Activities Recommendations and Stipends

Bob Hernandez reported that Michael Dunn Reier took the lead in a co-curricular initiative conducting a year-long study with other schools; the outcomes were presented to a committee consisting of parents, staff, students and some alumni, which resulted in the recommendations and structure provided to the Board. He said Junior Statesman and Model UN were removed from the co-curricular activities list and put under Student Council, Key Club was moved to Service Learning in Student Life and two clubs will join Jr. Math School Contest to become one organization. He explained that a stipend is provided to sponsors for co-curricular activities, however Student Council activities are all volunteer positions and no stipend is paid.

Dr. Hernandez mentioned that at every school contacted the highest paid positions were those associated with football/sports. He said we flipped that and put the math and science team advisers at the top of Group 1 for strong STEM focus then basketball, swimming, track and Student Council Head. Trustees discussed the changes. Trustee Roche asked if there was a logic model; Dr. Hernandez replied that it is under our campus activities model. Trustee Budzik mentioned the details in the materials provided around the levels and said it would be helpful to understand how the priorities were established aggregated by STEM, service, sports and other in order to see how various programmatic initiatives were developed. He said reports could be summarized so the Board understands how much is being spent on activities such as sports, STEM, etc. and how much is being spent overall.

FY15 Co-curricular Recommendations

A motion was made by Trustee Roche and seconded by Trustee Mayer to approve the FY15 co-curricular activities recommendations. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

FY15 Co-curricular Stipends

A motion was made by Trustee Budzik and seconded by Trustee Roche to approve the FY15 stipends recommendations. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

Liaisons' Reports

Chairman Griffin next introduced the agenda item, liaison reports.

IMSA Fund Board for Advancement of Education

John Hoesley remarked that FY14 has been the best fundraising year for the IMSA Fund since its inception almost 25 years ago with number of total donors exceeding 2,000. He said efforts are continuing towards raising \$250,000 for science equipment in advance of the renovation of the science labs with \$150,000 already secured and the IMSA Fund Board of Directors pledging to cover the remaining balance if needed in order to guarantee to the Governor that a private/public partnership for this project has been achieved in advance of his announcement/photo opportunity later this summer. He said there are 16 new Fund Board members including Steve Chen and Sam Yagan many of whom are strongly involved with the entrepreneurial community.

Student Council Report

Vinesh Kannan reported on some students working at 1871 in Chicago this summer and other students traveling to Ecuador, Morocco and China through the sponsorship of the World Languages program. He said members of the student body have been submitting proposals and generating ideas for an innovative IMSA transcript, inspired by President Veal. As the Student Council fleshes out submitted ideas, they would like to see the Board of Trustees bring students, faculty, and other stakeholders in the professional community together to codify an institutional framework for the skills that a student can develop while at IMSA. He pointed out that Student Council chartered clubs would also appreciate such a guiding framework.

IMSA Alumni Association

Melvin Bacani spoke of the upcoming Alumni Weekend with five reunions scheduled, over 250 expected to attend and new IAA cabinet elections to be held. He said the IAA has been working on revamping, redirecting and making programs more transparent; providing additional social and professional guidance to alumni and finding ways to connect alumni back to IMSA. He mentioned that the first ever alumni event was recently held in Nashville and meet-up lunches will be hosted in Chicago during the summer for those involved with startups or other entrepreneurial endeavors.

IMSA Faculty - No Report

IMSA Parents Association Council (PAC) – No Report

Report of the Treasurer

Kimberly Corrao cited being in the middle of the lapse period and working hard on utilizing our full EAF appropriations, noting a better picture of the outcome would be available in September. She said the

Budgeted Contributions Report shows a net shortfall of around \$31,000, which is less than previously estimated due to our ability to shift some budgeted expenditures from other Academy funds to the Special Purposes Trust Fund as well as other program areas needing less than budgeted from both the Income Fund and Local Fund. She estimated there would be a decrease in cash reserves of around \$200,000. She said at the September Board meeting the FY15 budget will be presented for approval, and the FY16 budget formation along with Student Fees will be discussed. Trustee Budzik thanked Ms. Corrao for a clear report and getting us close to full utilization of our appropriations. Ms. Veal said Ms. Corrao had provided excellent leadership this past year.

Closing Comment

Ms. Veal reminded Trustees that the current plan for the next Board meeting on August 20 is to hold an Executive Committee meeting from at 8:00 a.m. till 9:30 a.m. then have a Board meeting immediately following.

Closed Session # 2

Chairman Griffin requested a motion to go into closed session to discuss Employment, Performance, Compensation and Discipline of Specific Employees, (5 ILCS 120/2 Sec. 2 (c) (13).

A motion was made by Trustee Roche and seconded by Trustee Juby to go into closed session for the purpose stated. Voting aye were Trustees Griffin, Brown, Budzik, Isoye, Juby, Kalantzis, Mayer, Roche and Rosner. The motion passed by a vote of 9 ayes to 0 nays.

Closed Session Held

Return to Open Session

The Board reconvened in open session at 11:47 a.m.

Having no further business to conduct, a motion for adjournment was made by Isoye and seconded by Rosner. Voting aye were Trustees Roche, Budzik, Isoye, Juby, Kalantzis, Mayer and Rosner. The motion passed by a vote of 7 ayes to 0 nays. The meeting was adjourned at 11:48 a.m.

Respectfully submitted,

Sheila MB Griffin
Chairman

Britta W. McKenna
Secretary Pro Tem