

MINUTES OF THE REGULAR MEETING OF THE
BOARD OF TRUSTEES
OF ILLINOIS COMMUNITY COLLEGE DISTRICT 525
JOLIET JUNIOR COLLEGE

1.0 **CALL TO ORDER/ROLL CALL/WELCOME/PLEDGE OF ALLEGIANCE**

The regular meeting of the Board of Trustees of Joliet Junior College, Illinois Community College District #525, held at Joliet Junior College, 1215 Houbolt Road, Board Room, Joliet, IL was called to order by Chairman O’Connell at 5:30 p.m. on Wednesday, January 18, 2023.

Trustees Present: Maureen Broderick, Jim Budzinski, Nancy Garcia Guillen, Michelle Lee, Jake Mahalik, Alicia Morales, Dan O’Connell, Student Trustee Josh Stamborski

Chairman O’Connell welcomed the guests to the Joliet Junior College Board Meeting.

Chairman O’Connell led the Board in the Pledge of Allegiance.

1.0.4 No public comments this evening.
Public
Comments:

1.0.5 Mike Keane from the Northern Illinois Food Bank shared their successful partnership
Communications with JJC’s faculty, students and staff volunteers. He thanked JJC for being a site host and the police department and facilities management for their help.

1.1 A moment of silence was observed for members of the College family, students,
Moment community leaders, or relatives thereof, who had passed away since the last meeting.
of Silence

1.2.1 President Namuo indicated that the proclamation designating February as African
African American History Month will be read by student Iyeshia Ellis. Trustee Garcia Guillen
American moved, seconded by Trustee Morales, that the Board of Trustees approve the proclamation
History as read. A voice vote was taken. The motion carried unanimously.
Month
Proclamation

1.2.2 Josh West, the Dean of CTE read the proclamation to name the month of February
Career & as Career and Technical Education Month. Trustee Broderick moved, seconded by
Technical Trustee Morales, that the Board of Trustees approve the proclamation as read. A voice
Education was taken. The motion carried unanimously.
Month
Proclamation

- 1.2.3 Recognition of Retirement Chairman O’Connell introduced Roberto Valadez, VP of Student Development, who read a resolution recognizing retiree Rose Meyer as a loyal and dedicated employee from 1984 to 2023. Trustee Broderick moved, seconded by Trustee Morales, to recognize Rose Meyer for her distinguished service. A voice vote was taken. The motion carried unanimously.
- 1.2.4 Marketing Communications & Strategic Engagement Update The Chair recognized Executive Director of Strategic Engagement Kelly Rohder-Tonelli to present her report. Kelly introduced JJC’s Director of Marketing and Creative Services Robin Ballard and Communications and Media Manager Katie Smith. Kelly’s report highlighted the following: JJC is doing monthly Facebook ads which reach over 45,000 users. JJC is also getting an average of 22.9% click rate on Google ads. JJC’s pages are viewed on average 1,933,204 times per month. JJC has had an 8.7% increase in social media followers in 2022. JJC was part of 2,200 articles in 2022 and had 26 interviews with radio station WJOL. JJC has made a real effort to support the Hispanic population which is 31% of JJC’s population. Trustee Mahalik asked what the success rate was in determining how many students or new employees actually came to JJC due to the ads and how that success was measured. Trustee Broderick asked to be provided with answers to what is working and what is not and what is the return on investment vs. the ad spending. Trustee Broderick asked for JJC to be more present in the area Chambers of Commerce. Dr. Namuo asked Kelly to provide answers to the trustees’ questions in a follow-up report. Kelly said she would do a deep dive and provide answers to these questions.
- 1.2.5 Legislative Update Kelly Rohder-Tonelli invited Julie Curry from Curry and Associates to provide an update of what to expect for the 103rd General Assembly. Julie gave an update on some of the legislations that has been passed. Julie said the Governor, stated in his address after he was sworn into office, that he will continue to make higher education a priority. The Governor is also talking about free college education for medium to low-income families.
- 1.2.6 Faculty Union Report Chairman O’Connell welcomed Dr. Bob Marcink to the podium to give the faculty union report. Dr. Marcink is happy to be back in class and excited about this semester. He is looking forward to the bargaining process and has a few dates set up already. Dr. Marcink expressed that he is proud to be part of a place that supports Food Banks and other programs like that which can make a huge difference in peoples’ lives. He congratulated the technical office support staff and the faculty union for conducting a food and clothing drive before the holidays. He said this is a wonderful institution with a lot of good people and a lot of good things happening.
- 1.2.7 Adjunct Faculty Report The Chair invited Ms. Laurel Dieskow to give the Adjunct Faculty Report. She is happy to be back and starting a new semester. The Adjunct Faculty dinner conference was last week for the first time in-person in three years. There were three breakout sessions. The conference was a real opportunity to educate our faculty.
- 1.3 Regular Meeting Trustee Broderick moved, seconded by Trustee Morales, that the minutes of the Board of Trustees meeting held on December 14, 2022, be approved as submitted. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Mahalik, Morales, and O’Connell. Student Trustee Stamborski favored the motion.
- 1.4 Approval of Agenda Trustee Garcia Guillen moved, seconded by Trustee Morales, that the agenda be approved. A voice vote was taken. The motion carried unanimously.

1.5 Approval of Consent Agenda Trustee Morales moved, seconded by Student Trustee Stamborski, that the items identified as consent agenda items be approved. Trustee Broderick requested 3.1; 3.2.4; and 3.2.6 be pulled for discussion. The motion carried unanimously. Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Mahalik, Morales, and O'Connell. Student Trustee Stamborski favored the motion. The motion carried.

- 2.1.1 Requesting acceptance of resignation of Compliance Officer
- 2.2.1 Classified staff report includes new hires, replacements and separations
- *3.1 President recommends approval to pay the listing of bills for the period ending December 31, 2022 as presented
- 3.2 President recommends approval to award bids/contracts as follows under Business Services:
 - 3.2.1 Bid: G-Building Restroom Renovation
 - 3.2.2 Bid: Graduation Setup & Rentals
 - 3.2.3 Bid: Replacement Of Switchgear & B-Building Transformer
 - *3.2.4 RFP: Compensation Study
 - 3.2.5 RFP: Graduation Regalia
 - *3.2.6 Sole Source: Aeolic Consulting
 - 3.2.7 Sole Source: Flock Camera System
 - 3.2.8 Sole Source: Early Childhood Education and Enrollment Billboards
- 3.3 Approval of Treasurer's Report
- 3.4 Approval of Financial Report
- 4.2.1 Second Reading and Approval Board Policy 01.05.00 Indemnification
- 4.2.2 Second Reading and Approval Board Policy 01.86.00 Board Electronic Communication

*3.1: Pay listing of bills for the period ending December 31, 2022:
Trustee Broderick expressed her concerns that the Workday Report for the bills does not give enough details when it relates to airline travel and lodging. She would like to see who it is and their department indicated on the report. She would also like to see more information to explain the acronyms listed on the accounting documents. She said she discussed with Karen Kissel that she would like the bills report to be cleaned up. Trustee Broderick would also like more information on the two bills related to Workday in the amounts of \$118,329.00 and \$21,246.75. Trustee Broderick handed out 4.2.9 which was approved in December 2021 board meeting. She wanted everyone to understand what was approved because it goes until 2029. Dr. Namuo asked Jim Serr, CIO, to come up to the podium to provide more details on 4.2.9 and address the two Workday invoices she referenced.

Jim Serr: I appreciate the opportunity to respond to the question. In December of 2021 at that board meeting, we asked the board to approve additional modules for Workday which are Workday Planning and Workday PRISM Analytics. The contract for those modules is attached to our 10-year Workday subscription as a fixed cost. There is no annual maintenance increase attached to that subscription for those two additional modules. For Workday Planning, we have gone live and modernized the college's budget planning and request process. JJC went live in February of last year on Workday Planning, our first use case. We're getting ready to wrap up our second use case Workday Planning, which is labor and workforce planning and modeling. We are in the process of that project with the finance team currently. We will wrap that up here probably over the course of the next month or so. Jeff Heap and the finance team have been intimately involved in that initiative as well. We have gone live and done the work on our first use case in PRISM analytics, which is historical worker data, which is a project and initiative that Judy Connelly and the HR team have been very much involved in over the course of the last year or so. Those are two additional modules for Workday that we added back in at that board meeting in December.

Trustee Broderick: Asked Jim Serr if we are on target because in reviewing the RFP, it said Workday would have us totally implemented between five months and twelve months. We approved Workday

October 9, 2019. Does the 10-year start from this date or from when the implementation is fully employed? Would we start from that trigger date? This is a lot of money that we're spending and if we didn't have success with getting it in place for those modules, why would we be charged? Why wouldn't we get some type of remuneration of credit back to us?

Jim Serr: We're talking about two separate things. October 9, 2019 is for our core Workday contract which is for the HR system, finance and student. This action item before you is for two additional modules that didn't occur until two years later. To answer your question Workday planning and PRISM analytics have both gone live. What you're talking about is the initial contract for Workday, which was for HR, finance and the student system. We've gone live with HR. We've gone live with finance. We've gone live with the first phase of student. That initial contract, the cost of that, is burdened or born by the college at the execution date of the contract, so that 10-year subscription starts at the execution date of the contract.

Trustee Broderick: Then why wouldn't these two modules have been introduced at that point in time? Why are they after the fact? Why wouldn't this have been inclusive in what we did for Workday? Because when you and Jerome (Goudelock) presented, it was we're going to get rid of all the band aids and we were going to go with one flush system to do everything and that was in 2019 because the RFP was done in 2018. So why then is this coming in 2021?

Jim Serr: It's a good question. I would say what we got out of these two modules did not come until after we went live. We had to go live with the core, HR and finance capability first before we could leverage and take advantage of some of the sophisticated planning, analytics and dashboard capabilities that these modules provide. And also, there were specific use cases in finance and in HR that required or would leverage a platform and technology like these two modules here.

Trustee Broderick: Were these later updates that were brought in? According to the RFP, they do 2 updates per year. It seemed like the only update that we got when we approved Workday in 2019 was only one update in 2018. I didn't see the other follow-up of the update in 2018 or the two updates in 2019. Was this a failure on Workday to provide this information or did we fail?

Jim Serr: Neither. These are two separate additional modules that provide different functionality than the core HR platform provides. As far as the update process is concerned, Workday delivers two major release updates a year. One is in March, and the other is in September. Since we've gone live, our first go live was in July of 2021. We've had three major release updates over the course of that time and we'll have our 4th coming up this March which will be our fourth major release update from Workday this March.

Trustee Broderick: I'm looking at AVAAP, is that still the prism analytic stuff with the implementation? Is that still with AVAAP?

Jim Serr: That's the implementation of PRISM analytics only, yes.

Trustee Broderick: That's with AVAAP?

Jim Serr: Correct AVAAP

Trustee Broderick: I understand that that's on our agenda - AVAAP. Have they been consistent? Because I hear there is a lot of turnover of employees and a lot of inconsistencies with AVAAP.

Jim Serr: Let me clarify. Jerome (Goudelock) is not with AVAAP. Jerome is an independent consultant for the college who advocates on behalf of the college. Jerome directs and coordinates, facilitates a lot of

the work that AVAAP, our Workday implementation partner, performs. I want to clarify that first. I'll say relative to AVAAP, I don't want to get into a lot of the details here, but I think organizations across this globe, as part of the pandemic and for a lot of other reasons, have gone through a lot of transition, attrition, and turnover of staff. It's not just been felt by JJC and certainly AVAAP, our implementation partner. We've seen some turnover of resources there. We've seen turnover resources at Workday. We've seen turnover resources with a variety of partners that the college does business with, so that issue is not germane to the college, to AVAAP or in my opinion, to a lot of other firms across the globe.

Trustee Broderick: My other question falls into when you had the presentation on October 9th for the ERP modernization recommendation. Jerome gave it. So explain how Jerome gave that when I think some of us thought that he was an employee of JJC. I'm trying to understand because we hired him in 2019. I'm trying to understand Workday and this is a big bill. I'm trying to understand how Jerome did the presentation to us because I'm looking at the presentation, he gave us from October 9th, and it's got Jerome's name all over it.

Jim Serr: Jerome is the program manager for the college. He represents and advocates on behalf of JJC. We pay him to perform as the program manager for our Workday implementation. At that time in 2019, Dr. Mitchell would have asked Jerome to make that presentation to the board at that time, based on the role that he performs with the college.

Trustee Broderick: Even though we're taking some time off, we still have to pay this subscription because we're only taking the time off for the student area #2 module.

Jim Serr: Correct, student phase two.

Trustee Broderick: So everything else is working?

Jim Serr: Correct.

Trustee Broderick: And there's no problems with any of the other modules?

Jim Serr: Right.

Dr. Namuo: Trustee Broderick, I'd like to invite Dr. Farmer to chime in.

Dr. Farmer: I want to call the board members attention to the sole source, 4.2.9. I just want to stress to everyone that we did use CARES funds, HEERF funds to purchase this additional module for Workday. I did share a presentation with the board about the importance of utilizing technology to really support students and also employees. This was two of the modules that we thought would be beneficial that we would lean into our HEERF funds to really support the students and employees institutionally. I wanted to point that out as well.

Trustee Budzinski: Is that through 2029?

Jim Serr: No, I want to clarify that point. The CARES Act funding was used for year one of the subscription for both planning and PRISM. As well as the implementation for both of those modules as well. Year 2 through 10 is to be borne by the college. Typical software operating costs.

Trustee Broderick: Coming out of which fund? Our education fund?

Jim Serr: Yeah, it would be the education fund.

Jeff Heap: Yes, either the Education Fund or charged against the technology fee in the Auxiliary Fund.

Trustee Broderick: Either of those two?

Jim Serr: Yes

Trustee Lee: My comment is, we paid a lot of money for the Workday system to have to pay more money for separate modules. I don't know. I wasn't here. I didn't get to read any of the information and I haven't had time to come down and go through it all yet. I do plan to stay today to look at it. Is this something that's going to continue to happen where we're going to find things that this might be great and might work well for us? I feel like Workday should, if it's offering this service or if I would have been there to see the rubric and look at the different companies that could have done this service for us. I just wonder, would this have been the same thing with one of the other companies where we're constantly seeming like we're having to spend money?

Jim Serr: I would say the short answer is probably yes. It's a nuanced question because there's a lot behind that. I think part of the goal and part of the guiding principles that we developed within that RFP was to eliminate a lot of these third-party integrated and interfaced and associated systems and try to roll as much as that back into a core ERP or a core central system as we possibly could. Now that being said, there's a lot of niche systems and applications that do a certain thing, perform a certain business function or process extremely well. Workday cannot develop all of those functionalities and capabilities within one system. Typically, we have not seen that for as long as I've been around. Certainly, you're always going to have third-party systems that perform a specific function extremely well and at times we will have to evaluate and consider if there is a third-party system that performs this function extremely well. One of those as an example might be dual credit or doing dual enrollment. I bring that up because of Dr. Namuo's vision on 12x12x12. We're already internally talking about a third-party system that does that extremely well. Workday may not have that capability today to do dual enrollment or dual credit specific stuff within its system. At those times and those instances, we will have to evaluate third party systems that do those type of things extremely well.

Trustee Broderick: That kind of contradicts what was said to us back in 2019. We kept having to do band aids and bring other systems in and other things. So what you're telling us is, what we did with Colleague, which is Ellucian. I guess my concern is, and I've done a lot of research with Ellucian and Colleague and Anthology now, and I'm wondering if Workday is really higher education specific to us? Because we have a lot of needs. If you look at the list of colleges that are with them - it's minimized. It leaves a high level of concern for me when I'm voting on something that's such a high cost issue. I guess I am looking for stability in who we choose because we were with Ellucian for 30 plus years. Then you look at them going to the cloud and going everywhere to increase and give capabilities. I listen to people that are at community college who are with it. I guess I am struggling with our cost and the failure for us to get within 5 to 12 months as ERP. Their ERP said that they would get it there. The RFP came through that said 5 to 12 months and they were structured in 2016 with higher education. Costs to me are very sensitive with Workday.

Jim Serr: I appreciate the question and the concern. We have the same concern about cost. That's a big question with a lot with a lot of different parts. We'll probably need more time to kind of unpack that. I'm happy to go through Dr. Farmer and Dr. Namuo to provide additional detail information. I'd say we're very early from a maturity standpoint. Workday, in fact, does have 32 colleges live on the student system. They have probably 200 or more live on, HR and finance in higher education specifically We are a pioneer. I think that is true to our tradition as the nation's first college. True to our core value is being innovative. We're on the front end of the modernization of ERP systems and technology. That is very much happening within higher education. We're on the kind of on the front end of that curve. Last year,

2022, we processed over 21,000 student applications in Workday as part of our phase one go live. In fact, the reason why we picked student recruiting and admissions first is because it's the most mature offering that Workday has. It goes back to 2013-2014 when their first customer in higher education went live on recruiting and admissions, which is why we chose as phase one to go that route. We knew at the time that the rest of the Workday student product was going to take some time to mature. We felt like our decision in 2019 would time it right with going with HR and finance first, allow Workday more time for the student system to mature and evolve, which it has. That being said, we know there are some limitations in the product, especially around financial aid capability. We feel like Workday, an over \$6 billion company, that they have the resources they are investing in the student product. They're hiring more people. We feel like the pace of their innovation, product development and enhancement will catch up with our needs over the course of time. Time being between one and two to three years.

Trustee Broderick: But why then in the RFP it said that they handled the student services. They didn't break out stage one, stage two. So how were we to know, as the voting members, the five of us that voted for it, how are we to know that this isn't a failure. They didn't have student service number 2 ready for us because that now has created a lot of concern that's been elevated by the employees, by everyone here, the cabinet too. It's an expense that's gone a little bit more than what I think we encountered it to be. Then when we're seeing something on the agenda for another situation, we have to be secure in what we're doing and we can't go by promises, Jim. I'm looking at what I commit to and I sign to. It's got to be in print and we can do it. I look at nothing but promises that you're speaking of now of two to three years. That's not something that I can deal with here with our taxpayer money. We increased tuition, which Alicia's furious about. Then we've got all this money on the table. I can't live with a promise. I need a secure situation of what we can do with this ERP system.

Jim Serr: I'd like respond to the first part of that. As part of our RFP process and the evaluation. I want to give kudos to Jerome because he was instrumental in our quantitative analysis of the final vendors, which did not include Ellucian Colleague at the time. The final two vendors were Workday and at the time, Campus Management. Campus Management is no longer a viable entity. It has been acquired by Anthology. As part of that process, we developed 1300 requirements across HR, Finance and the student system. 1300 specific functionality requirements that the college needed as part of its system. Workday and the others were very open, honest and transparent in responding to all 1300 plus of those requirements. We went back and we've done a review of those requirements. We reviewed how the vendors responded. They were very upfront and honest as to how they responded to those requirements at that time. I agree with you. I think we're all frustrated by some of the limitations that exist. I'm not here to make any promises on behalf of Workday, on behalf of Ellucian, on behalf of Anthology or any other partner that we deal with. That is not my role or function as the CIO of this college. I'm here to advocate on behalf of the college to make sure that from a leadership and a vision standpoint that we are at the forefront of technology. That we're diligent in our evaluation and review of those technologies as we bring them to bear here on campus. So that being said, there's not a perfect ERP system in the marketplace. We felt like after a very extensive evaluation and we took additional time with that evaluation to make sure that we dotted every I and cross every T. We felt like we ended up with the right product at the end of the day. My personal opinion and perspective is that Workday will live up to that commitment and we'll have the system that we need as we go into the future and we will be at the leading edge from a competitive standpoint to provide our students the best possible experience that we can provide here at the college as we look to remain relevant in an increasingly competitive higher education environment. I'll leave my comments at that. I know we're over time. I'm happy to provide any additional information and details through Dr. Farmer and Dr. Namuo.

Trustee Broderick: I have one more comment. Since we are the first college and we're always the one that's the leader. Why aren't we, if we're the first ones with Workday, to work on this? We are the Guinea pigs to Workday. Why aren't they not requiring us to pay and using us as the example. Instead of us paying all these millions out for this? Because if we are the example that they haven't proven. I understand that when you guys did your reference check and everything two other colleges were checked

and they did not have ample opportunity to have sufficient student service data given to them. That should have been something that was highlighted that came back in the negotiations that said you should be using us as the example and not us paying out.

Jim Serr: I'm here to tell you that we negotiated aggressively and that will play itself out in colleges that have gone with Workday or will go with Workday in the future. There are many colleges right here, our peers, that today have RFP's in the streets that will be making similar decisions. We negotiated aggressively. We negotiated a fixed 10-year contract, which means we know what that cost is over the course of the next 10 years. That is contrary to what happens with software and technology firms where you see anywhere between 5, 7, 10 percent annual increases on those subscription costs. I feel like we did our due diligence. We were aggressive in our negotiating in that contract. We are having conversations with Workday about a potential concession relative to the limitations and the student product today. We are awaiting a response which we should have here over the course of the next week or so from Workday on that front. Dr. Namuo was aggressively working with Workday as well, and so I feel like we'll have some more progress here as we go forward on that front, but the question is noted and relevant.

Trustee Broderick: You have to be sensitive to us. We are out there as the taxpayer's advocates and if we don't exercise fiscal responsibility, we failed as a trustee and we failed our students and our taxpayers. I think that's why I am bringing this up. I am concerned about things that we vote on, that we are money wise.

Trustee Lee: I have another comment. It may be a fixed cost. If we have to keep voting to add more money into this, then it's not a fixed cost over 10 years. Also, if in the original contract, which I have not read yet, it says that they were going to be ready to go live in five months or six months to a year with all three phases. I know that they were honest in their rubric about their capabilities. Maybe they were honest or maybe not. This may be a trouble spot for us. I have to go back and look at that.

Jim Serr: I think we're confusing a couple of the issues. There was no commitment by Workday to go live with HR, Finance and student in 6 to 12 months.

Trustee Lee: Why not? What was there?

Jim Serr: The timeline that was established as part of our statement of work with the implementation partner who is AVAAP. They are responsible for the implementation of the system HR and finance student. Jerome, correct me if I'm wrong. I think the entire length of time is about three years for all three phases. I'm not sure where you're pulling the five to six to 12 months. I think that might be separate for PRISM and planning versus for work.

Trustee Lee: I thought you said that so that might have just been something you were speaking of that was confusing. So it's actually AVAAP then that is responsible for this, not Workday? So AVAAP is who we need to be looking at. I've seen a lot of money going to them as well. If they promised then was that they were going to be able to have this up and running in three years, is what you're saying? Then I'm looking at the 10-year period and what we're paying. If it's three years, we knew that we might not be up and running and actually working. We're really only getting seven years out of that if they have it up and running by three years. I'm just looking into the cost of all of this and what we're actually getting out of it and how many years we're actually getting out of it is all I'm saying. To look at in this cost and at this price.

Trustee Broderick: On Jerome's presentation, the focus areas of specifications identified were student development, academic affairs, administrative services, HR and informational technology. So how would we, as the board, have known that student services one and two weren't included in this, when we're looking at student development, academic affairs, administrative services, HR and information

technology. I don't remember seeing anything telling us five that it didn't have the student finance service part in it, other than what we're seeing. That was on the presentation by Jerome

Jim Serr: I don't have the presentation in front of me that you're looking at so I can't speak exactly to what that presentation contains.

Dr. Namuo: Trustee Broderick, I think what I'd like to offer and just recommend to the board is we've got an opportunity to get into all of this on February 1st at the Board Workshop. Normally the board expects to receive a presentation about the budget and finance in advance of the budget development cycle. You will still get that. I believe we're planning a presentation on the upcoming development of the strategic plan as well. I think what I would offer at this point is to consider the breadth and depth of interest that is being raised. I would ask and recommend to the board that we take all of this and put it straight into the Workshop. The board will receive a deep dive into the status of Workday at the February 1st Workshop.

Trustee Morales: You have to consider our background and I think with the exception of Trustee Budzinski, maybe he's the only one that has some technology background, but he wasn't here back then. It's easy to share information that sounds great when we are going to vote. We're are going to approve it because I did, but I don't know enough to know what we're not being told and if it wasn't transparent enough. I have a huge concern and I have lost sleep over this. Like what did we approve if we're going to constantly be bleeding out money? No, I'm not happy with that and we rely on people like yourself and your team that have expertise that you all are going to review every document that hits your desk and you're going to see things we're not seeing that you know what we don't know. You're the expert. That's why you're here. So we want to make sure that if you know that the presenter is not giving us everything, you supplement that. Let us know that. I'm really not happy with this right now. We'll talk more on February 1st, but thank you.

Jim Serr: I appreciate you raising the concern. I will say it's not just my team.

Trustee Morales: Yours and maybe the financial team?

Jim Serr: It's really the college, right. I mean we developed a 20-member cross functional ERP committee. The committee, which was IT, HR Finance, student development, academic affairs, institutional research, so cross functional. We went through a 15-month evaluation process. And even myself as an information technology person, when you're talking about 1300 requirements in HR, finance and student development and academic affairs we had not only the people at the table but we had vendors come in for multiple day demonstrations of the product of the functionality. But again, you're talking about a two-day demonstration of a product. Until you actually get into an implementation and you're seeing how the product, the functionality, how do we register students, how do we conduct financial aid. Until you actually get into that implementation, it's very hard to see around corners and see some of these functionality limitations that exist until you get deep into the implementation those processes and understand how do we need to serve the students. How does the system work and how do we configure the system properly to make sure that that happens. There's a reason why you do this once every 30 years. We've seen all of that. We've been extremely successful. We did the majority of this through a pandemic, which none of us saw when we came to the board in October of 2019. We certainly didn't know that four months later a pandemic was going to hit, but it did. We paused for a month and we pushed forward and we've been successful with the things that we've gone live. I expect that we will continue to be successful as we push forward. Yes, there's some obstacles. We'll identify solutions, alternatives and workarounds and we'll continue to make progress. The staff will continue to mature in their expertise and their use of the system. We'll truly get to leverage the investments that this board committed to a few a few years ago, continues to commit to, of course, because we're paying on an annual basis for that subscription. My personal perspective and opinion is that we'll get there. We're on the front end. We've seen every obstacle you can imagine and then some, but we continue to work incredibly hard, long hours, all through the

pandemic to get us to where we're at today and we'll continue to be successful as a result of those efforts, specifically of our staff.

Trustee Broderick: In regards to the retreat, Dr. Namuo. Can you make sure we address: the master subscription agreement, the universal security exhibit, the universal data processing exhibit, the RFP and the ERP so that we can see how all companies had either mastered all of the conditions of the RFP or not. So that we have security in knowing what was presented and how the committee thought. I know Dr. Farmer has people that are users. If we can have any users there that can tell us the ups and downs of what the system has done for them so that we have a true understanding of the users and how they handle it? I hope the board agrees with me because I think this is an inclusive thing. It is the biggest expense that we have ever approved. We need full disclosure and full transparency on it.

Chairman O'Connell: That's agreed.

Trustee Morales moved, seconded by Trustee Garcia Guillen to pay the listing of bills for the period ending December 31, 2022. Ayes: Budzinski, Garcia-Guillen, Lee, Mahalik, Morales, and O'Connell. Student Trustee Stamborski favored the motion. Trustee Broderick abstained. The motion carried.

3.2.4 RFP Compensation Study

Trustee Broderick asked the question if any of the cost would be split between the college and the union? Dr. Namuo asked interim chief Human Resources Officer Judy Connelly to address the question. Judy stated this was agreed to during negotiations to keep the contract moving forward. It is a cost that would be absorbed by the college because it was our responsibility to help build out the compensation structure as these two unions, the clerical and the support union, merged. Trustee Broderick then asked if this would be applied for other unions. Judy Connelly said it was exclusive to this group but the mythology may be applied to others. Trustee Broderick asked if the college would be penalized if we go above 6% in a salary increase? Does the college then have to pay that portion above the 6% if an individual exceeds 6% in a final year's earning? Judy Connelly responded that if the employee does exceed a 6% increase then the employer will receive a bill because the annuity costs more. That does not apply to people that are in the retirement savings or the self-managed plan. It only affects people if it's in that that window of their four highest consecutive years. We have policies and collective bargaining language in all the Union contracts.

Trustee Budzinski moved and Trustee Morales seconded. Ayes: Broderick, Budzinski, Garcia-Guillen, Lee, Mahalik, Morales, and O'Connell. Student Trustee Stamborski favored the motion. The motion carried unanimously.

3.2.6 Sole Source Aeolic Consulting

Trustee Broderick asked if there was anything that can be done to table this item because it's associated with Workday. Dr. Namuo asked Judy Connelly to share with the Trustees what the value is that Aeolic Consulting does for JJC. Judy stated after implementation for Workday, they could not do testing. HR needed a resource to do testing and carry out the scenarios between payroll and HR and student employment. HR are happy Workday users but HR needed a resource for daily technical questions as HR was down a few employees. This individual is a higher education, professional Workday consultant. This consultant continues to support the student employment which resides in their career services and helps with the payroll, especially the things that connect HR to payroll. She is also training the team. They're trying to teach us to be self-sufficient, which we're growing into and probably won't be continuing beyond June. HR needs this consultant for knowledge transfer and knowledge consistency due to our staff turnover. This is coming out of the HR budget with unfunded salaries. Trustee Budzinski asked if Workday is performing correctly, is this consultant needed. Judy said she does not think Workday is not performing. Student Trustee Stamborski asked if this consultant is like a tutor to help HR understand how to use the Workday system. Judy said yes and this consultant can actually go into Workday and perform actions and do the testing. Dr. Namuo asked Judy if tabling this item would have HR implications that

might impact the level of service that she and her department would be able to provide to the college. Judy replied that it would. Dr. Namuo then said that his recommendation would be to engage the consultant through this board action until the end of the fiscal year not to exceed \$30,000.

Trustee Budzinski moved and Trustee Lee seconded to approve 3.2.6 as written. Ayes: Broderick, Budzinski, Garcia-Guillen, Lee, Mahalik, Morales, and O'Connell. Student Trustee Stamborski favored the motion. The motion carried unanimously.

New Business

4.1 Trustee Lee provided a high-level overview of the board policies on the agenda for the first
First reading: 01.64.00 Board Policies-Maintenance and Distribution states that it is the
Reading Board Colleges primary function to create policy and that it's the president's role to make sure
Policies that we maintain those policies and distribute them.

4.3 Trustee Broderick moved and Trustee Morales seconded to approve the recipient.
Approval of Ayes: Broderick, Budzinski, Garcia Guillen, Lee, Mahalik, Morales, O'Connell.
recipient(s) of Student Trustee Stamborski favored the motion. The motion carried unanimously.
the J.D. Ross
Extraordinary
Service
Award

4.4 Trustee Lee moved and Trustee Broderick seconded to table. A voice vote was.
Approval of taken. The motion carried unanimously.
Cost Related to
Workday
Student
Implementation
Extension

4.5 Trustee Broderick raised a question regarding employee dress code being business
Agenda casual which should be defined. Attorney Buck responded that the trustees don't approve
Request by the employee handbook through the agenda process. That is the job of HR and the
a Trustee President. He reminded the board, the purpose of 4.5 is if you want get something
on the agenda. Trustee Lee stated that is a procedure not a policy and we are
a policy making board. Trustee Budzinski asked if there was anything that could be done to
enhance the opportunities of the Student Trustee position. Trustee Lee said that there is a
policy for the Student Trustee position, but then the procedure of how it's
implement that is up to the college. Attorney Buck reminded the board about 4.5
saying, the Policy Committee spent a lot of time crafting that policy. Its' purpose
is to give trustees the ability and the public in certain circumstances, the ability to
put things on the agenda that are actionable items by the trustees. It is to give the
whole board the opportunity to say, do we want that on the agenda or do we not
want the on the agenda. Trustee Broderick asked if there should there be a
majority to support the request or should just one board member be able to request
it? Attorney Buck responded it should be something that the board supports as an
initiative. There should be general consensus on the board when you want to add
an agenda to the item either for action or for discussion. Trustee Budzinski then stated
there's needs to be an incentive (for the Student Trustee position).as we want to be able to
give a student a reason to want to be a part of this. Student Trustee Stamborski said he

felt that this should be addressed due to the time it takes. Student Trustee Stamborski expressed finding a replacement will exclude a portion of those qualified because they would have to quit their part-time job to be successful due to the time commitment to the Student Trustee position. Dr. Farmer spoke that the this is an item we can add to the agenda and she has a proposal for the board to review regarding the Student Trustee position.

Reports

- 5.1 President's Report
Dr. Namuo presented the President's Report. Dr. Namuo acknowledged Student Trustee Stamborski and Kelly Rohder-Tonelli. He appreciated the work of the committee for the J.D. Ross award. His report highlighted the Jewel Lloyd donation and visit to JJC and the visit to the City Center Campus by Congresswoman Laurel Underwood. He spoke about the good work of the Campus Police Department and their volunteer efforts at the Shop with a Cop event. He discussed the approval of the Flock cameras and how it will impact JJC. He said he acknowledges and appreciates the JJC employees who worked over the holiday break. He spoke about the Martin Luther King activities and Dr. Farmer serving as a panelist for AABA's MLK brunch. Dr. Namuo said it was an exciting Welcome Week and general session. He acknowledged the outgoing President of the JJC Foundation, Brett Gould, 12x12x12, and also welcomed Dave Conterio, who has taken over as President of the JJC Foundation.
- 5.2 Foundation Report
President Namuo invited Kristi Mulvey to the podium to present the Foundation Report. She gave an update on the Namuo Family scholarship which has raised after only four months \$19,528.00. Kristi discussed the annual socks campaign which has a Hawaiian theme design and said that 100% of the money goes into our Alumni scholarship fund. The spring scholarship awards have been all been applied to the student's accounts. Kristi stated that JJC has had more students than ever before apply for scholarships. The Foundation is only six months into the fiscal year and has brought in \$1.3 million. The year-end appeal brought in \$575,000. Kristy announced the Annual Night of Stars which will be combined with the 50th anniversary of the Foundation. The 50th anniversary of the Foundation, will be held at the Rialto Theater on September 15th.
- 5.3 ICCTA Report
Chairman O'Connell introduced Trustee Broderick for the ICCTA report. Trustee Broderick reported the National Legislative Summit is February 4th – 8th in Washington DC. She will be attending as well as Kelly Rohder-Tonelli, Dr. Namuo and Student Trustee Josh Stamborski.
- 5.4 Student Trustee Report
Chairman O'Connell introduced Student Trustee Stamborski to give the student report. His report highlighted the Blazer had its first print edition since the pandemic. Stress Relief Week was December 5th, 6th and 7th. Finals Week had Puppies and PB&Js on December 12th & 13th. Student Trustee Stamborski highlighted the JJC Club Involvement for Fall 2022 had 488 students engaged in clubs and student government. Welcome Week was January 17th to 20th. There was a Martin Luther King presentation in U Auditorium and Mainstreet will be held on February 6th at City Center Campus, February 7th at the Romeoville campus and February 8th & 9th at main campus. The Illinois Community College Student Activities Association will be held on Feb 10th at JJC. There was a Club Leadership Retreat to make sure all the clubs are following the correct guidelines.

- 5.5 Building and Grounds Report Trustee Jake Mahalik said the Building and Ground Committee approved to replace the G building switch gear and replace the B building main power transformer. This was budgeted at \$225,000. The bid came in at \$160,000. They voted to approve the remodel of the G building restrooms which were budgeted at \$650,000 and that came in at \$216,000. It was budgeted for four restrooms but there are only two restrooms. This bid was won by a minority contractor. The capital improvement projects split system are still waiting on equipment to come in. The repair of the leaking storefronts in building A are also still waiting on the materials to come in. In design projects consist of façade repairs and parking lot improvements.
- 5.6 Board Policy Committee Report Chairman O'Connell introduced Trustee Lee for the Board Policy Committee Report. Trustee Lee stated there is nothing to report.
- 5.7 Finance Committee Report Chairman O'Connell introduced Trustee Budzinski for the Finance Committee Report. Trustee Budzinski stated there is nothing to report.
- 5.8 ACCT GLI Reports Trustee Broderick stated that she and Trustee Morales attended the GLI Conference at Triton College on December 1st & 2nd. There were two days of sessions which included key strategies for leading an effective board and having a cohesive board were the main focus of the discussion. Establishing good communications, protocols and setting clear expectations are key to having a good chair. If communications don't exist, you won't have a good working board with your President or with your Board of Trustees. Chairs need to get to know the personalities of each board member and to learn to work with all diversities and personalities to collectively work on building a cohesive team of board members. Success will emanate from the board. The Chair needs to have these capabilities to working well with the president. Cohesion and effective President and boards were identified as follow: sharing the goals and clear roles and processes for all, setting of those goals and priorities, understanding policies and processes, identifying problems, areas of conflict and management, impact of board changes which occur every two years because of elections, identifying what keeps the board and President's awake at night. If there's no cohesion, then you don't have a good working board. It's imperative that cabinet and administration have total respect for each board member. Two or three board retreats a year are needed to bring board cohesion together. Presidents need also to get to know the personalities of all of the board Members. President should bring all issues to his cabinet and then bring them back to the board chair and vice. It was noted that cohesive executive boards meet always with the President, which is inclusive of the vice. In those meetings, all communications go directly to the President with all questions and answers. Then to follow to all of the Trustees. The Trustees are allowed to contact the administration cabinet. However, the cabinet member should then respond with a thank you for their e-mail or communication, yielding to inclusion of the President's, so there's no exclusion of the President that he's always included in any Trustee communication. There's always need for succession planning for the next Chair, with the next election. They concentrated on rejuvenating reenergizing and succession, especially when assessing the President and having professional development plan for the President. The ICCTA executive director said we all have to work on that because none of the

community colleges in Illinois have that. That's something that we have to put on our agenda to work on at a future retreat. Then they got into Robert's rules of parliamentary procedures. All of the things discussed as to what we have to do and what parliamentary procedure is. Also discussed is what's are the rights and duties of the trustees - to attend all meetings, receive agenda background information to make their decision and vote. Make motions, debate and vote. Obey the rules outlined in your Trustee protocols. Insist on enforcement of those rules and protocols. Fulfill your assigned duties and further the goals and missions of the college. All members Trustees are equal. A quorum must be present to take any action for the bylaws. If there's an absence of a quorum, you have to establish a time to which to adjourn or recess it. Take measures, then to obtain a quorum. Only one main position can be under consideration at a time. Only one member can have a floor at the time, and the Chair must have control of that discussion and allow equal time for each member. Full debate is allowed on all questions. For action items, 2/3 of a vote is needed with a roll call vote. A majority decides. Silence on a vote gives consent or to abstain does the same. Abstaining votes do not need to give reason why they are not voting and abstained voters do not to get into the debate if there is one

Trustee Morales said that she was in a lot of the same sessions as Trustee Broderick but wanted to add that she would like to see when a new Trustee comes in that there is an on-boarding process for that person including encouraging them to go to conferences. She felt it was intimidating for her when she came in as a new Trustee. The ACCT conference include a lot of helpful information. She wishes she had been encouraged to attend when she first came on, especially being the first person of color for this board. The conference did have sessions on diversity, equity and inclusion. There was a session on conflict resolution, disruptive board members, defining the purpose of the retreats, self-evaluations for boards and strategic planning and executive leadership, transitions. establishing board goals.

5.9
Chair's
Report

Chairman O'Connell wanted to thank everyone for attending.

5.10
Closed
Session

Trustee Broderick moved, seconded by Trustee Budzinski that the Board of Trustees of Joliet Junior College, move to a closed session at 8:49 p.m. for the reason of 2(c)1, 2(c)(6) and 2(c)11. Ayes: Broderick, Budzinski, Lee, Garcia Guillen, Mahalik, Morales and O'Connell. Student Trustee Stamborski favored the motion. The motion carried unanimously.

6.0
Adjournment

Trustee Broderick moved, seconded by Trustee Lee, for the meeting to adjourn at 9:41 p.m. A voice vote was taken. The motion carried unanimously.