



**JOLIET**  
JUNIOR COLLEGE  
— 1901 —

## **Decennial Committee Report**

.

**October 16, 2024**

## **Mission**

Joliet Junior College inspires learning, transforms lives and strengthens communities.

## **Vision**

Joliet Junior College is the first choice for learning, working and cultivating pathways to prosperity.

## **Strategic Goals**

1. Enhance learning experiences of students to prepare them for educational, career, and personal success.
2. Provide exceptional and accessible services to students as they explore and pursue their personal, academic, and career goals through the college's guided academic pathways.
3. Strengthen operational effectiveness.
4. Elevate the perception of the college.
5. Pursue excellence in equity, engagement, and inclusion.
6. Improve the coordination of external outreach.

## **Core Values**

The Joliet Junior College community fosters a caring and friendly environment that embraces diversity and encourages personal growth by promoting the following core values:

### **Respect and Inclusion**

Joliet Junior College advocates respect and inclusion for every individual by demonstrating courtesy and civility in every endeavor. Joliet Junior College pledges to promote and recognize the diverse strengths of its employees and students, and to value and celebrate the unique attributes, characteristics, and perspectives of every individual.

### **Integrity**

Joliet Junior College sees integrity as an integral component of all work done at the College. Joliet Junior College employees demonstrate responsible, accountable, and ethical professionalism. Also, Joliet Junior College models open, honest, and appropriate communication.

### **Collaboration**

Joliet Junior College promotes collaborative relationships as part of the scholarly process, including partnerships within the institution and with other learning communities. Joliet Junior

College supports the personal and professional growth of employees and is committed to the advancement and support of intellectual growth, regardless of employment position at the College.

### Humor & Well-Being

Joliet Junior College recognizes humor as a means for employees and students to achieve collegial well-being, development of strong work teams, and self-rejuvenation. Joliet Junior College provides a healthy environment where creativity, humor, and enjoyment of work occur, including recognizing and celebrating success.

### Innovation

Joliet Junior College supports and encourages innovation and the pursuit of excellence. Joliet Junior College values, respects, and rewards both creative risk-taking and the enthusiastic pursuit of innovative ideas with foresight and follow-through.

### Quality

Joliet Junior College supports quality in the workplace and its educational programming by continually reflecting, evaluating, and improving on programs and services. Joliet Junior College is built upon a foundation of quality programs and services, while also implementing continuous improvement to ensure excellence.

### Sustainability

Joliet Junior College recognizes that true sustainability involves a commitment to environmental, social, and economic improvement. Joliet Junior College encourages planning, solutions, and actions that provide benefits for students, employees, and the community.

## Table of Contents

Section 1: Introduction .....	3
Section 2: Decennial Committee Membership .....	4
Section 3: Meeting Dates and Topics .....	4
Section 4: Findings .....	5
Section 5: Appendix of Materials Reviewed .....	18

### Section 1: Introduction

In compliance with the Decennial Committees on Local Government Efficiency Act (P.A. 102-1088) Joliet Junior College formed a committee known as the Decennial Committee to study local efficiencies, and report proceedings and recommendations regarding efficiencies and increased accountability. The Decennial Committee has summarized its proceedings and findings in this written report that is being provided to Will, Grundy, Kendall, LaSalle, Kankakee, Livingston, and Cook counties, as required. Once the report has been submitted, the Decennial Committee is dissolved. However, the Act requires Joliet Junior College to appoint a new committee and repeat the process every ten years.

## Section 2: Decennial Committee Membership

As required and listed below, the committee was comprised of the following individuals:

Ben Storz – Community Member

James Budzinski – Member of the Board of Trustees

Alicia Morales – Member of the Board of Trustees

Diane Harris – Member of the Board of Trustees

Maureen Broderick – Member of the Board of Trustees

Donnie Chestnut – Community Member

Michelle Lee – Member of the Board of Trustees

Clyne Namuo – College President (Chief Executive Officer)

Jake Mahalik (meeting one and two) – Member of the Board of Trustees

Ryan Queeney – Student Member of the Board of Trustees

Nancy Garcia Guillen – Member of the Board of Trustees

Joshua Stamborski (meeting three)– Member of the Board of Trustees

## Section 3: Meeting Dates and Topics

The Decennial Committee met three times and during those meetings allowed public comment and surveyed attendees.

### October 18, 2023

- Roberto Valadez welcomed participants and explained charge of committee
- Process and intent of committee reviewed
- Dates set for subsequent two meetings

### May 22, 2024

- Amy Gray explained change of chair due to Roberto Valadez leaving the institution
- Charge of committee reviewed
- Process reviewed
- Attendees were surveyed. Five surveys were completed and returned.
- Areas for study were discussed and included dual credit, sustainability, equity, affordability, and the importance of being student-driven
- Areas for review were voted on: 12X12X12 and Sustainability

### October 16, 2024

- Review of findings

## Section 4: Findings

### 12X12X12 Initiative

In fall 2023, Joliet Junior College launched the 12x12x12 dual credit initiative in an effort to promote and expand equitable dual credit opportunities to high school students. The goal of this initiative is for all district high school students to earn at least 12 credit hours of dual credit, by the time they complete the 12<sup>th</sup> grade, while only paying \$12 per credit hour. The 12x12x12 initiative ensures that students have affordable access to an early start in their college education, while providing the convenience of completing undergraduate courses on their high school campus.

The benefits of dual credit are not in the cost savings alone. When developing this program, JJC's research showed that of the nearly 40,000 high school students in the College's district, only 12% were enrolled in dual credit programming. This information, coupled with additional data showing that students who take dual credit courses are more likely to graduate from high school and persist until they graduate, were imperative to the development of 12x12x12. Other benefits include being exposed to the rigor of college courses while in high school, enhancing academic skills such as time management and critical thinking, ease of transition to post-secondary education after high school and shortened length of degree attainment.

Over the last several years, JJC's emphasis on equitable education has fostered the growth of dual credit partnerships, enrollment, and has expanded opportunities for students. With the launch of this initiative, the resources needed to expand dual credit have also evolved to optimize efficiencies.

#### Review of Partnerships and Enrollment

As of fall 2024, JJC partners with thirty high schools and eight career centers to provide dual credit opportunities for high school students. A full list of dual credit partners can be found on the JJC Dual Credit website at: [JJC Dual Credit Partners](#).

There has been steady growth in dual credit enrollment, increasing from 4,650 students (12% of total high school headcount) in FY20, to 5,573 students (15% of total high school headcount) in FY24. Projections for FY25 show enrollment is trending around 6,000 students with credit hours reflecting 19,710 in fall 2024 alone.

From FY20-24, Joliet Catholic and Lemont High School saw the largest increase in dual credit as a percent of high school headcount, reporting a 27% increase for Joliet Catholic and 12% increase for Lemont, respectively. While Joliet Catholic increased the dual credit participation of juniors and seniors by 11%, Lemont High School saw a 27% increase. These findings can be attributed to an increase in course offerings, credentialed instructors, launch of the 12x12x12 initiative and increased awareness of dual credit opportunities and benefits. More information on this data can be found here: [FY20-24 Dual Credit Enrollees by School](#).

## **Software**

Prior to summer 2024, JJC worked closely with all partner high schools and career centers to manually enroll and register all dual credit students. This process was proven to be time-consuming and inefficient, as the program has continued to expand. In August 2023, JJC purchased DualEnroll software to automate the entire dual credit process from student application and registration, to instructor credentialing. DualEnroll.com guides students and high school instructors through the application, parent consent, and registration process. The system prompts each participant for required items and sends both automated and custom reminders for needed items. Custom steps guide everyone through their part of the process, batching enables quick and easy step completion, and dynamic dashboards with faceted search/filters provide high-level visibility with easy drill down levels.

While this software has expedited processing of applications and registration by three weeks, it is expected that processing will be enhanced further in future semesters. The Office of Dual Credit provided additional flexibility with deadlines due to the transition to the new software in fall 2024; however, the process will be more seamless in future semesters as partners understand how to use the software. The program anticipates a processing reduction of an additional two weeks as deadlines are upheld.

## **Growth in Course Offerings and Instructors**

Between FY16-24, the number of dual credit sections offered per semester has nearly doubled. In FY16, 310 class sections were offered among all dual credit partners. This total jumped to 606 class sections in FY24, resulting in a 95% increase in total dual credit sections offered per year. Projections for FY25 indicate another increase with the fall 2024 reporting 403 sections alone.

A significant contributing factor to the substantial growth of dual credit has been the marked increase in the number of qualified and credentialed dual credit instructors. Since FY16, the number of credentialed instructors has surged by an impressive 187%, rising from 90 instructors in FY16 to 259 in FY24.

Since the pandemic in 2020, the number of credentialed instructors has nearly doubled with an increase of 129 instructors between FY21 and FY24 alone.

## **Training and Liaison Program**

With more dual credit instructors, comes more dual credit training and liaison support. Resources available for the dual credit partners have grown tremendously over the last several years. The Office of Dual Credit holds an orientation session at the beginning of each semester to outline important information related to registration, roster verification, course withdrawal, grading policies, syllabus requirements, textbook and important deadlines. Each academic discipline is assigned a JJC faculty liaison who serves as the primary point of contact for the duration of the course. This faculty liaison has the responsibility of providing professional development opportunities, ensuring curricular alignment and academic rigor of the course, verifying JJC grading policies are used, providing a classroom observation, etc. The support provided is in direct alignment with the Dual Credit Quality Act and ensures that the JJC student learning

objectives are being met. As more instructors and class sections are added, more faculty liaisons and support are required. In fall 2024, JJC provided more financial resources to the dual credit program to ensure a liaison was made available to support all dual credit instructors. One challenge to this has been for smaller JJC departments in which there are no faculty and adjunct faculty available, such as Fine Arts. Several partnering schools offer courses in digital or game design and unfortunately with few faculty and adjunct faculty teaching these specific programs at JJC, the Office of Dual Credit has been unable to assign a liaison to these respective classes. As the program works to enhance the liaison program to ensure every dual credit instructor has an assigned liaison, in the interim, the Office of Dual Credit, department chair or coordinator are the primary contacts should the instructor have any questions or concerns throughout the duration of the class.

While additional support has been added for the dual credit instructors, the dual credit program also recognizes support is needed for high school counselors and administrators. With the launch of DualEnroll, additional training was provided which included a full walk-through of the software, from application to registration. All partner schools were instructed as to the specific steps involving parent-consent, free and reduced lunch verification, sending placement scores and transcripts and how to address any holds or other barriers that may be preventing a student from getting registered.

In fall 2024, a dual credit update was given at the High School Counselor Breakfast which highlighted the transition to DualEnroll, where to access important information such as prerequisite and placement testing guides, DualEnroll user guides, benefits of dual credit, courses offered by each high school and career center, impact on financial aid, etc. This information was also added to the dual credit website with a specific link available for all high school counselors.

Lastly, it was communicated that the Office of Dual Credit would be hosting an information session in spring 2025 to bridge the gap with partner schools and key stakeholders. This event will include a tutorial on how to navigate the admissions and registration process, followed by presentations from various departments including testing services, disability services, admissions/records, student accounts and payments, etc. Ensuring this information reaches the high school counselors is a critical step as they are working closely with the high school students to ensure they are prepared and successfully register for their courses.

### **Additional Support**

To further support dual credit students and promote matriculation to JJC, the JJC Foundation has committed \$500,000 to support successful 12x12x12 students who decide to enroll at JJC after graduation. Through this support, any student who successfully completes 12 credit hours of dual credit at JJC will receive a \$500 scholarship that is awarded upon enrollment. The recipients of the scholarship must enroll in a minimum of six credit hours.

Between 2019 and 2022, approximately 16-17% of graduating seniors matriculated to JJC. With launching the 12x12x12 initiative and providing this additional scholarship opportunity, JJC anticipates more graduating seniors will choose JJC as their post-secondary education option.

## Next Steps

In fall 2024, dual credit opportunities expanded to include all freshman and sophomore high school students. As dual credit continues to expand, the resources to support the program are expanding as well. The dual credit program will be hiring two additional part-time engagement specialists who will assist outreach efforts by going to the high schools and career centers. The engagement specialists will meet with counselors, administrators, and students and provide informational sessions during parent nights and other well-attended events to help streamline efforts and expand opportunities for students. The most important need in the department now is additional employees to sustain the growth.

In FY26, the dual credit program will pilot online dual credit opportunities with Plainfield School District 202. This pilot is being offered to improve access and equity to dual credit for high school students. This option will best serve partnering rural schools who may not have enough students to participate in the course, or be unable to identify an instructor who meets credentialing requirements. With the expanse into online offerings, JJC anticipates dual credit will continue to grow and prepare high school students with quality and rigorous college courses with a financially accessible option.

## Sustainability at Joliet Junior College

### Findings, History, and Asks

Sustainability at Joliet Junior College has been a passionate, active, grassroots organization with part-time staff to raise awareness for and protect people, planet, and profit since 2011. In this time, sustainability has been successful in many ways with community partnerships, campus events, academics and more, but not necessarily in archives. JJC has limited institutional data on sustainability beyond that of the coordinator's personal emails and files. Additionally, the office relies on student help, which is inconsistent and changes from year to year. This is notable as it reflects the lack of data collection from the institution. As an official office with permanent staff, we would be able to do so much more, including tracking and data collection.

This report details what we have done in the past and what we are continuing to accomplish.

At JJC, we believe sustainability can:

- Foster a commitment to environmental, economic, and social equity by advocating for sustainable practices to work toward resolving issues in our communities, inspire new ideas, ignite passion, and motivate people into action.
- Empower everyone to make a difference and impact the local and global community.

Sustainability is one of seven of JJC's Core Values:



*JJC recognizes that true sustainability involves a commitment to environmental, social, and economic improvement. JJC encourages planning, solutions and actions that provide benefits for students, employees, and the community.*

Sustainability is often explained with models such as the Triple Bottom Line (People, Planet, and Profit), Systems Thinking, and Circular Economy. These principles help to shape JJC to be stewards of the environment and leaders in sustainability that embrace responsibility, diversity of ideas, and action.

## **Mission & Vision**

**Mission:** Joliet Junior College Sustainability Initiative encourages employees and students to become more responsible to our environment by living and educating in a manner that conserves resources so that vital resources necessary for life are available for generations to come; reduce pollution and preserve natural resources; be a leader in sustainability in our community by promoting awareness and education; and initiate and monitor standards of sustainability at JJC.

**Vision:** JJC will provide leadership for a long-term sustainable campus and community. Through continual innovation, education and outreach, the college will provide an example of service to our community's environmental, economic and social needs.

## ***Brief History of Sustainability at JJC***

JJC's history of sustainability began on September 12th, 2007, when Dave Agazzi, the vice president of administrative services, hosted the first JJC Sustainability Committee meeting, saying:

“Sustainability generally refers to efforts which conserve energy and resources, and provides leadership and education to our staff, students and the community about the importance of understanding the impact that humans have on the environment.”

The senior leadership team approved a part-time sustainability position in October of 2009, but it was not until spring of 2011 that the first Dean of CTE created the Sustainability Coordinator Job description and Maria Anna Rafac became GCC's first sustainability coordinator.

Under Dave's leadership sustainability initiatives advanced as he committed that all new construction would be LEED certified, and in October 2009, the leadership team approved a part-time sustainability position. However, Dave left JJC 4 months later and the position was not filled, but still the committee thrived.

Judy Mitchell and Maria Anna became chairs of the Sustainability committee, and Maria started a faculty subcommittee, and a student subcommittee called Students for a Sustainable Future.

At the same time, faculty member Maria Anna was out in the community, working with local groups like Cool Joliet, Project Pride, Helpers of Mother Earth, Celebrating Sustainability and more. The college took notice, and in 2011, the first Dean of CTE created a part-time Sustainability Coordinator position, and Maria Anna becomes JJC's first sustainability coordinator.

Around the same time, Sue Klen, a JJC trustee, also took notice and started asking for reports so she could keep the board informed about what the office was doing. Soon, Sustainability became one of the eight institutional-wide committees reporting to the board monthly. Then in 2016, Sustainability was named one of JJC's seven core values.

### *Leaders in Sustainability*

Today, JJC is a leader in sustainability locally, regionally, and nationally. The Sustainability Union and Office of Sustainability have been sought out for community events to educate and raise awareness locally and invitations have become more frequent in 2024. Regionally, JJC Sustainability has engaged with local green organizations, presenting and partnering for meetings and events. In the state and nation, JJC was invited to present at the Illinois Recycling Foundation's Annual Conference and to represent community colleges at the White House Climate and Education Summit.

Sustainability is engrained throughout our campus, and we are successful on many levels, including, through our memberships, facilities initiatives, academics and curriculum, community engagement, campus partnerships, and the Office of Sustainability Initiatives.

### *Memberships*

Joliet Junior College has signed many compacts and agreements in the last ten years, and registered for memberships with valuable higher education support.

1. AASHE (Association for the Advancement of Sustainability in Higher Education)
  - a. Represented JJC at the White House
2. IGEN (Illinois Green Economy Network)
  - a. Grant Partner
3. SMHEC (South Metropolitan Higher Education Consortium)
  - a. JJC Sustainability Coordinator Chair's Sustainability Initiatives Committee
  - b. Will County Regional Sustainability Network WCRSN

### Compacts and Agreements

1. Will County Regional Sustainability Alliance Agreement 2017
2. Illinois Campus Sustainability Compact

### External Recognition and Awards

1. ArbNet Level II Arboretum Accreditation
2. Conservation at Work Certification
3. Romeoville Campus registered Pollinator Campus
4. Tree Campus Higher Education Recognition
5. STARS 2018
6. IGEN Sustainability Champion Award 2017
7. Terra Americus Friend of the Earth Award 2016

### *Facilities Initiatives*

As an institution, JJC cannot live up to its commitment to sustainability without supporting its commitment at the foundational level. As such, JJC's facilities have carried out several

initiatives. A bulk of JJC's sustainable design came from the construction of JJC's main campus 9 LEED-certified buildings (Leading in Energy and Environmental Design) that were certified in 2009 & 2013. Features include:

- 12,000+ Sq Ft of Green Roofs
- Permeable Pavers at Main campus entrance
- Low flow aerators on all restroom faucets
- LED Lighting and Daylight Harvesting
- Low-emitting materials such as paint, adhesive, and flooring

JJC has two alternative energy sources that help offset heating and cooling costs as well as overall energy costs. There is a 1.5-Megawatt solar array, which consists of 3,542 panels, with the potential to offset JJC's total energy consumption by 22.5%. Over the next 25 years, this solar array is expected to save JJC \$1.6 million in energy expenses. The array is still young, having been completed in late December of 2020, and these initial estimates are the best-case scenario. There are also three geothermal systems totaling 171 wells offsetting heating and cooling energy consumption. Another energy-focused initiative includes four electric vehicle chargers in the south parking lot of the main campus and at the Romeoville Campus.

#### 1. Facilities

- a. LEED-Certified Buildings
- b. Commingle Recycling
- c. Cafeteria Waste Composting
- d. 14 Water Bottle Refill Stations across all campuses
- e. EV Charging Stations

#### 2. Grounds

- a. Drought Resistant Planting
- b. Arboretum Maintenance and Planting
- c. Natural Areas Maintenance

JJC's Natural Areas are 127 acres of ecologically restored prairie, natural savannah land, and endangered calcareous fen. JJC's Natural Areas are maintained by contractor Pizzo, JJC's Grounds, and the department of Natural Sciences and Physical Education to burn, maintain,

document, and restore the rare landscape. The fen is revered as the “Jewel of JJC” by biology staff and catches the attention of naturalists and conservationists that walk the trails. This space is currently underutilized as a biology land lab to conduct research and with the presence of the fen, there is much to be understood. Currently, there is potential for two endangered species on campus, and because of this fact, a small grant-funded research project is being conducted by students and the Chair of the Natural Sciences Department. This research has been preliminary, and there have been no confirmations yet as this is written, but the species interdependent to the endangered Hine’s Emerald Dragonfly’s larvae has been identified so more research is required.

### *Academics & Curriculum*

Sustainability curriculum is impactful to student development in almost any field as sustainability practices become increasingly critical. From 2012 – 2014, the Sustainability Coordinator and Biology Faculty participated in the Grand Prairie Leadership project to train one person in each department on sustainability. They also developed courses such as

- Introduction to Sustainability, SET 100
- Environmental Biology, BIO 146
- Environmental Horticulture

Most recently, they are working with transfer institutions to develop:

- An environmental science focus for the A.S. Degree with Lewis University
- A sustainability focus for the A.A. Degree with Roosevelt University
- Electric vehicles certificate and AAS degree.

### *Community Engagement*

The Office of Sustainability is active and sought out in the community because of the enthusiasm and willingness to spread the message and collaborate. Examples of engagement include:

1. Illinois Recycling Foundation Annual Conference
2. Green Drinks International

3. Conservation Foundation
4. Will County Environmental Network
5. Will County Green
6. Regional Library Events
  - a. Frankfurt Library's Earth Awareness Fair
  - b. Crest Hill White Oak Library Fall Fest
7. City of Joliet
  - a. Joliet Slammers Water Conservation Night

### *Campus Partnerships*

Office of Sustainability maintains relationships with several on-campus offices and departments. These connections help the Office of Sustainability spread knowledge or resources that are available and can also partner for larger events. Partnerships allow the Office of Sustainability to help other entities on campus carry out their own missions while recognizing the need for conserving resources and the environment. Examples of these partnerships include:

1. Library
  - a. Monday Morning Meditation
  - b. Peace Crane Project
2. Bookstore
  - a. The Office of Sustainability receives money from every sustainable product sold
  - b. Marketing for Refried products
  - c. Sustainability merchandise and T-Shirts
3. Career Services
  - a. Career Fair Closet Pop-Up
4. Office of Diversity, Equity, and Inclusion
  - a. Future Wolves Summer Camp
5. Human Resources
  - a. Collaboration for Employee Appreciation Week
  - b. Collaboration for Bring Your Kids to Work Day
6. The Blazer
  - a. Guest columns and promotions in the student newspaper, *The Blazer*

7. Corporate and Community Services
  - a. Romeoville Repair Cafe Partnership and advertising in the CCS Catalog 2024
  - b. Kids College Presentation
8. MakerLab
9. Cafeteria
  - a. Promoting reusable containers and reduced cost
10. Office of Student Activities
  - a. AIAS, Black Student Union, Disability Awareness Club, Pride Alliance, Active Minds, and career clubs like Business Club, Culinary Club, or the student organizations Student Government, and the Wordeater Literary Magazine.

The Office of Sustainability serves on the Natural Areas Committee (NAC) and the Grounds Areas Committee (GAC). Grounds employees hold an Arbor Day tour and twice a year works with NAC and Will County Forest Preserve District to remove invasive thickets from the natural areas. With greater investment in the Office of Sustainability and NAC there is potential for great esteem for JJC's rare native habitats.

### *Office of Sustainability Initiatives*

Not all the Office of Sustainability's impact on JJC is through partnerships. The Office itself carries out numerous initiatives each semester as part of its day-to-day functions. In 2015, the office invested in JJC students and created a student worker position and in 2017 added a student intern. In fall 2023, the Sustainability working office moved out of the adjunct breakroom into a dedicated space.

1. Romeoville Repair Cafe
  - a. Twice a year, JJC Office of Sustainability organizes a free and open repair event for the community, hosted at JJC North Campus.
2. Observance Month Celebrations: Campus Sustainability Month and Earth Month
  - a. Two activities each week
  - b. Speakers and hands-on activities
  - c. Campus tours for LEED buildings, arboretum, and natural areas
  - d. Community clean-ups
  - e. Annual events like Arbor Day

- f. Recyclepalooza
- 3. Sustainability Challenges
  - a. Sustainability Pledge
  - b. LAV Stamp Book Challenge
  - c. BE THE CHANGE Stamp Book Challenge
  - d. B.Y.O. Pledge
  - e. PepsiCo Campus Recycling Challenge
    - i. Won \$18,000
- 4. Battery, pen, and marker recycling
  - a. 100s of pounds of batteries recycled with Call 2 Recycle
  - b. 100s of pounds of pens and markers with Terracycle
- 5. Past Initiatives
  - a. JJC Farmers' Market
  - b. GROW
  - c. National Speakers
  - d. Campus Sustainability Summits
  - e. EV Expo
  - f. Celebrating Sustainability

Plans for the Near Future:

- Update the Climate Action Plan
- AASHE Stars
- Monarch Waystation Certification
- Green Compact
- Carbon Commitment

*Needed Resources*

Sustainability has been at JJC for 18 years, yet still operates without a true office and with part-time staff. Now is a time for action and innovation at Joliet Junior College to include systems-thinking and sustainable models for decision making at every level of the institution.

Suggestions for continued work and growth include:



1. Create a position for a permanent staff member to allow the office to have consistent office hours with more presence on and off campus. This will also help the office maintain consistency from semester to semester, student worker to student worker.
2. Become an official Office of Sustainability with the facilities, funds, and staff recognized at a higher administrative level.
3. Maintain student interns as they play a critical role in the protection of their future, and they are the connection to engagement with students, faculty, staff, and off-campus outreach.
4. Consider implementation of a \$1.00 Student Sustainability Fee to invest in the Office and Sustainability Initiatives. These have been successfully voted for and implemented on campuses across the state and country.
5. Ultimately, a full-time Manager of Sustainability would be integral to the continual development of sustainability initiatives and programs at Joliet Junior College. This person would solidify the sustainability program development, partnerships, community service and more, keeping JJC a leader in the region and community colleges nationwide.