INN⬤VATE

2025 WORKSHOP

Driving Growth and Excellence Together

Welcome to the 2025 Innovate IECC Workshop.

We have chosen "innovation" as our theme for this year's workshop. We didn't choose it because it's trendy – we chose it because it's what this moment in IECC's history demands. This year marks the 60th anniversary of the Illinois Public Community College Act—landmark legislation that sparked one of the most innovative chapters in Illinois education. Community colleges were a bold new idea, bringing access, affordability, and opportunity to towns and regions that had long been underserved. IECC was built in that spirit—four colleges, launched by different communities, learning to work together in service of something bigger.

Now, six decades later, we find ourselves innovating again. As we head into the final year of our Forward Together strategic plan, we are not starting from scratch—but we are starting anew. We have rebuilt our organizational structure, begun learning to work as a unified system, navigated difficult negotiations, and made hard choices about how and where we do our work. This year is about turning uncertainty into clarity as we translate progress into written policies, defined procedures, and shared expectations that will guide us forward.

Innovation at IECC must be more than a buzzword. It's how we will find better ways to serve students, teach with purpose, and operate more efficiently. It is about simplifying what's gotten too complex, fixing what's broken, and scaling what works. That is the real work of innovation. It is already happening, and with renewed focus and intention we're excited to see what the year ahead will bring. Today, you will hear that spirit echoed in the comments from our keynote speaker, Eddie Slowikowski, who reminds us that lasting change starts with mindset, not machinery. Innovation begins with people—willing to rethink, relearn, and recommit. That work belongs to all of us!

This year, we will continue building Guided Pathways, strengthening our use of technology, and writing the operational playbook that will carry us forward. Some of that will come from bold ideas, but most of it will come from quiet improvements. All of it will be grounded in our shared commitment to students and the communities we serve.

Thank you for being part of this team—and for showing up ready to change the lives of our students.

Forward Through Innovation,

Ryan Gower, Ph.D.
Chancellor, Illinois Eastern Community Colleges

ONLINE MAP OF OLNEY CENTRAL COLLEGE

SCHEDULE OF EVENTS

7:45 - 8:15 ----------------------- Breakfast, Snacks, and Coffee Bar
8:15 - 8:20 -------------------------------------- Welcome/Housekeeping
8:20 - 8:40 --Employee Recognition
8:40 - 9:40 -------------------- Keynote Speaker - Eddie Slowikowski
9:40 - 9:50 --- Transition
9:50 - 10:35-- Concurrent Sessions 1
10:35 - 10:45--- Transition
10:45 - 11:30------------------------------------- Concurrent Sessions 2
11:30 - 11:40--- Transition
11:40 - 12:40--Lunch (Group #1)
11:40 - 12:40------------- Guided Pathways for Group #2 (faculty)
12:25 - 1:40-------------------------------------Group #2 Lunch (faculty)
12:25 - 1:40----------------------------- Guided Pathways (Group #1)
1:40 - 1:50 --- Transition
1:50 - 2:35 --- Concurrent Sessions 3
2:35 - 2:45 --- Transition
2:45 - 3:30 -- Concurrent Sessions 4
3:30--Dismiss

MY BREAKOUTS

9:50   **ROOM:**_____   **SESSION 1:** _____

10:45   **ROOM:**_____   **SESSION 2:** _____

1:50   **ROOM:**_____   **SESSION 3:** _____

2:45   **ROOM:**_____   **SESSION 4:** _____

Alternatively, you can also view session times online and sort by time.

URL: https://iecc.edu/node/3328

LUNCH AND GUIDED PATHWAYS (11:40 -1:40)

Split Schedule:	11:40 - 12:40	12:40 - 1:40
Group #1	Lunch (Student Union)	Guided Pathways (OCC Theater)
Group #2	Guided Pathways (OCC Theater)	Lunch (Student Union)

Guided Pathways Session Info
OCC THEATER

At IECC, we've been talking about Guided Pathways for a few years now. It's one of our top priorities in the final year of our Forward Together strategic plan. But let's be honest: for some of us, the phrase Guided Pathways may still feel vague or overly academic. So let's clear it up. It is important for *everyone* at IECC to understand the Guided Pathways model because *all of us* play a role in implementing it!

Guided Pathways is not just about choosing a major or creating a transfer checklist. It's about rethinking how students experience college from the moment they first connect with us. From their first experience with admissions, advising, or their first class—all the way to graduation, transfer, or a job. It's not a single program, it's a new way of organizing the whole student experience so that more students succeed.

For decades, community colleges have offered students a "cafeteria style" option of classes to choose from. Too often we've often expected them to figure out the rest on their own. That worked for some. But for first-generation students, adult learners, and those balancing work and family, that model can lead to confusion, wasted credits, and burnout.

Guided Pathways helps change that by creating clear, supported routes through college. Students still make choices—but they don't have to do it alone. Here's how it works, based on four key ideas:

1. We Clarify the Paths. We organize our programs of study into clear, career-aligned pathways that are easy to understand. Each one lays out exactly what classes a student needs to take—and in what order—to stay on track and finish on time.
2. We Help Students Choose a Path Early. Instead of just signing up for general education classes and figuring it out later, we help students explore options early. That includes real advising, career assessments, and tools to help them choose a direction that fits their goals.
3. We Help Students Stay on the Path. This means more than checking in once a semester. Guided Pathways builds in progress tracking, early alerts, and strong support systems so that if a student falls behind or hits a barrier, we know—and we help before it's too late.
4. We Make Sure Students Are Learning What Matters. We focus on teaching that connects directly to students' goals—whether that's transfer or entering the workforce. Faculty help shape programs that are coherent, relevant, and rigorous, and we make sure what students are learning matches what they'll need next.

At IECC, we've already begun. Our advisors and faculty have drafted early versions of these pathways. We've launched Degree Works. Our website is being updated to show students the way more clearly. And we're starting to align our policies, schedules, and student services so that all four of our colleges are working together in support of student success. Our new Student Affairs division is playing a key role in this work—reimagining orientation, building a stronger first-year experience, and developing Learning Commons that bring together academic support, technology access, and student resources in one place. It's all part of a systemwide shift – outreach, business, academics, student affairs, and technology - to help students start stronger and stay on track.

This fits naturally with the larger work we've done to become a more unified system. Guided Pathways gives us a smart, coordinated way to use our resources better so students don't fall through the cracks, and faculty and staff can focus their time and energy where it matters most.

4

Increasing Retention Efforts with CRM Advise (Faculty)
ROOM 111 - JAMIE CARMAN & RYAN WILBORN

CRM Advise and the upcoming MyIECC Experience will enable us to tailor retention efforts to individual students' needs. During this session, we will outline how Experience and Advise will help break down barriers to student engagement in a simple, easy to use, and efficient way. We will explain how these tools will provide transparency in the retention process by creating a clear roadmap from early alert submission to resolution. These tools will expand the impact of the work that faculty members are already doing by enhancing internal communication to effectively promote student success across IECC. You will learn the process of submitting early alerts and about the automated email processes to students and faculty when early alerts are submitted. CRM Advise and MyIECC Experience will not only change how we view retention interactions, but also the many opportunities IECC has to promote student success.

Degree Works
ROOM 103 - ANGEL KERNER

Want to know how students can take control of their academic future? Well, besides the fact that they need to go to class. Join this session on Degree Works to see how advisors and students utilize the software to track academic progress. Learn about all the different information right at the students' fingertips to help them plan their future!

Maximizing Academic Success with NetTutor: IECC's 24/7 Online Tutoring Resource
ROOM 109 - LORI NOE

This presentation provides an in-depth overview of NetTutor, a powerful online tutoring platform available to students anytime, anywhere. Attendees will learn how students can access NetTutor, navigate its user-friendly interface, and connect with qualified tutors across a wide range of subjects including math, writing, science, and more. The session will highlight key features such as live on-on-one tutoring, question drop-off, and the paper center for writing feedback.

Credit Where Credit Is Due: Cracking the Code on Credit Hours
ROOM 104 - DR. ALANI FREDERICK & DR. JARED GULLETT

Not sure how many minutes make a credit hour – or what counts as a lab vs. lecture? This session will decode the mysteries of credit hour calculation. We'll break down the Illinois Community College Board regulations, walk through how lecture and lab hours are defined, and explore how to accurately input your course info into the Credit Hour Calculator. Bring your syllabus and your questions – we'll wrap up with real-world examples to ensure you leave confident (and compliant).

First Year Experience -- A Foundation of Success
ROOM 112 - CASSANDRA GOLDMAN

The First Year Experience (FYE) is foundational for college students' academic and social success. Find out about the initiatives that IECC has developed to help students adjust to the transition from high school to the demands of college life. These efforts aim to help students navigate new academic expectations, build social connections, and learn about campus resources. FYE initiatives positively impact student retention and overall degree completion rates.

Mental Health 101
ROOM 110 - RONDA HOCKGEIGER & DANI TRAPP

This presentation will examine practical strategies and support for students' mental health. We will briefly define mental health, identify common signs and symptoms, and discuss their impact. We will examine influential factors such as Adverse Childhood Experiences (ACEs), the unique challenges of student transitional moves, and the biological aspects of mental health, including injury-related impacts (e.g., sports, accidents). We will explore and expand our knowledge and understanding of practical strategies for cultivating empathy and providing meaningful support to our students.

CONCURRENT SESSION 1 - 9:50 - 10:35

Supervisor Essentials
ROOM 105 - SONJA WEASE
This session equips new and experienced supervisors with the essential tools to effectively manage employee performance, time off, and hiring process. Participants will learn how to conduct fair and constructive evaluations, implement performance improvement plans (PIPs), and handle scheduled employee leave while maintaining operational continuity. The session also provides clear guidelines on navigating the hiring process, including how to serve on or lead a selection committee with equity, transparency, and compliance.

Meet the Faces of IECC: Ambassadors & Recruitment Insights
ROOM 102 - CURTIS MILLER & CARRIE HALBERT
Get to know the IECC Student Ambassadors and discover how they support recruitment through campus tours, school visits, and events. Learn how you can partner with them and the enrollment management team to promote your program and connect with future students.

Safety - Slip, Trip, and Fall Prevention
ROOM 114 - RYAN CHISHOLM, ASSURED PARTNERS
This course will provide insight into the hazards of slips, trips, and falls in the workplace and how to properly protect yourself from a slip, trip, or fall. The presentation will provide information and knowledge to assist you in identifying, avoiding, and eliminating such hazards.

Advisory for CTE: What, Why, and How
ROOM 206 - ROB JACKMAN
Advisory Committees can make some CTE Faculty nervous, let's change that! We will review some simple processes to get the most out of your Advisory Meetings. This session will provide some easy materials and methods to prepare you to receive the maximum feedback for your program and you'll be knee deep in thoughtful discussion in no time.

CONCURRENT SESSION 2 (10:45 - 11:30)

Online Course Review: Tools, Process, and Best Practices from IECC
ROOM 111 - DR. MIKE CONN
In this session, Dr. Conn will present an overview of Illinois Eastern Community Colleges' approach to online course quality using the IECC Course Design Review Checklist. Built upon Quality Matters (QM) standards and accessibility guidelines, this practical tool supports instructors in enhancing online learning through intentional structure, clear expectations, and accessible design. Participants will explore the course review process, walk through best practices for updating and evaluating content, and gain access to a downloadable, web-based review template. Attendees will leave with actionable strategies and a replicable model to strengthen instructional design and meet evolving standards for online teaching.

Faculty Roster Management: Why taking attendance matters
ROOM 104 - AMBER MALONE & STEVE PATBERG
This session is designed to help faculty efficiently submit student rosters on key dates: Day 1, Day 10, and Day 25, and Midterm, ensuring accuracy and compliance with institutional requirements. This session is perfect for faculty members looking to enhance their administrative skills.

CONCURRENT SESSION 2 (10:45 - 11:30)

PD on Faculty Innovation
ROOM 110 - DR. SARAH BERGBOWER

Faculty quality is dependent upon professional development. This presentation will outline, with examples, how faculty can locate and use professional development to innovate teaching methods, research, and leadership within their expertise.

Mastering Kanban Workflow with Microsoft Planner
ROOM 109 - BRANDON WEGER

Discover the power of Kanban methodology in streamlining your projects using Microsoft Planner. In this interactive workshop, participants will learn the essentials of Kanban – visualizing tasks, managing workflow efficiently and fostering team collaboration. Through hands-on exercises, attendees will explore how to effectively set up Planner boards, customize task cards, track progress, and utilize analytics for continuous improvement. Ideal for both beginners and experienced planners, this session will equip you with practical strategies to enhance productivity, transparency, and project agility using Microsoft's intuitive planning tool.

Training for Discipline Facilitator
ROOM 112 - KELLY PAYNE

New to the Discipline Facilitator role? Or maybe you've been at it for a while but still feel like you're figuring it out as you go? You're not alone – and this session is for you! Join Director of Assessment Kelly Payne for a practical walkthrough of what it really means to be a Facilitator. We'll cover the essentials: what to share with your faculty, how to navigate the Anthology software, and where to turn when questions pop up. Whether you're brand new or just need a refresher, hopefully you'll walk away feeling more confident and a whole lot clearer.
**Required for first-year Facilitators and highly recommended for returners.

Building Community/Collaboration Across the State
ROOM 105 - ANGEL MAGUIRE

Drive lasting impact for adult learners and continuing/higher education programs across Illinois. The Illinois State Advocacy Committee for Adult Continuing Education and Workforce Development (ACEWD) conducted a year-long, research-driven action campaign, effectively engaging policymakers, media, and communities. Partnering strategically with the National Coalition of Adult Basic Education (COABE) and the Council for Adult and Experiential Learning (CAEL), ACEWD championed adult continuing education and workforce development best practices. This dynamic campaign provided continuous inspiration, crucial support, and enhanced visibility for organizations like the IECC Adult Education Program among federal and state decision-makers. Learn how to implement effective advocacy, communication, and collaboration strategies to powerfully support higher education and workforce development, fostering robust partnerships within your institution, your community, and statewide.

Boost Your Productivity with Office 365
365 ROOM 204 - CARRIE HALLAM

Join us for an insightful session where you'll discover a variety of tips and tricks to enhance your productivity using Office 365 tools like Outlook, OneDrive, and TEAMs. Learn how to become more organized and efficient in your daily tasks with these powerful Microsoft products. Additionally, we'll explore advanced features designed to improve collaboration with your colleagues.

CONCURRENT SESSION 2 (10:45 - 11:30)

AI Skills Lab
ROOM 205 - CAMERON IRELAND

Join us for an interactive workshop where we'll explore the latest AI tools transforming education. Through live demonstrations and collaborative activities, you'll discover practical applications to enhance student engagement, streamline administrative tasks, and inspire creativity in your classroom. Leave with ready-to-implement ideas and resources that can immediately benefit your teaching practice.

The Learning Commons - A Space for Everyone!
ROOM 103 - KAITLYN WEGER & KARISSA ANDERSON

The IECC Learning Commons provides a wide range of services, not just for students, but for employees as well. From mental health resources like TimelyCare and meditation spaces, to library books and research guides, and so much more! This session offers a quick guide to everything your local Learning Commons has to offer you as an employee and the students you serve.

CONCURRENT SESSIONS 3 (1:50 - 2:35)

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Transformational Leadership

ROOM 104 - AMY TARR, CASSANDRA GOLDMAN, CYNDI BOYCE, ERIN VOLK & MEGAN BLACK

Join us as we share our experiences over the last year as Chair Academy members and how we can collaborate with you to continue our work and share knowledge with other emerging leaders at IECC. This program supports a learner-centered and thought-provoking approach to transformational leadership and fosters an inclusive environment for leaders to build confidence, value talents, think strategically, and embrace change. All of this is coupled with a focus on leading with authenticity and intent.

IECC Coaches & Athletic Directors Roundtable

ROOM 109 – DR. MATT FOWLER

Join us for a collaborative roundtable discussion designed to kick off the new school year. This session will provide important updates, introduce new coaches, and review processes and expectations for the upcoming athletic season. A great opportunity to connect, plan, and prepare for a successful year across the IECC district.

CONCURRENT SESSIONS 4 (2:45 - 3:30)

Portable PLC Training

ROOM 103 - JODY WHITE

SkillForge Manufacturing Lab is partnering with local manufacturers to upskill their workforce in Electrical, Mechanical, PLC and Pneumatic/Hydraulic systems. This is an opportunity for operations and maintenance staff to gain knowledge on safety in the workplace.

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Social Media 101

ROOM 112 - CHRIS FORDE

The Marketing and Communications team will share practical tips for social media success. Whether you're new to managing a page or just want to sharpen your strategy, this session is especially helpful for anyone who oversees a social media account.

Mastering Kanban Workflow with Microsoft Planner

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Discover the power of Kanban methodology in streamlining your projects using Microsoft Planner. In this interactive workshop, participants will learn the essentials of Kanban – visualizing tasks, managing workflow efficiently and fostering team collaboration. Through hands-on exercises, attendees will explore how to effectively set up Planner boards, customize task cards, track progress, and utilize analytics for continuous improvement. Ideal for both beginners and experienced planners, this session will equip you with practical strategies to enhance productivity, transparency, and project agility using Microsoft's intuitive planning tool.

From Here to Retirement

ROOM 102 - CYNTHIA BAUER, RETIREMENT COUNSELOR, STATE UNIVERSITIES RETIREMENT SYSTEM (SURS)

This session is designed to assist early to mid-career members consider future goals and evaluate retirement readiness. It provides a high-level overview of SURS Tier 1 and Tier II benefits in the Traditional, Portable, and Retirement Savings Plan, along with key components essential for securing retirement. Some of the topics covered in the presentation will include retirement eligibility, earnings contribution limits, different types of service credit, retirement calculations, reciprocity, insurance eligibility at retirement, and supplemental savings opportunities.

Increasing Retention Efforts with CRM Advise (Staff)

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NOTES: