APPROVED

MORAINE VALLEY COMMUNITY COLLEGE
9000 West College Parkway
Palos Hills, IL 60465

The Governing Board of Moraine Valley Community College, District No. 524, Special Meeting/Board Retreat, was held on Saturday, April 4, 2026, in Building D, Board Room D219, 9000 West College Parkway, Palos Hills, Illinois, 60465.

I. CALL TO ORDER/PLEDGE OF ALLEGIANCE

Chair Beth McElroy Kirkwood asked meeting attendees to rise and join her in reciting The Pledge of Allegiance. The meeting was called to order by Chair Beth McElroy Kirkwood at 8:30 a.m.

II. ROLL CALL

Present: Beth McElroy Kirkwood, Chair; Walter Fronczek, Jaclyn O'Day; Diane Shaar; Tracy M. Sullivan; Eileen Kerlin Walsh

Absent: Patricia Joan Murphy; Garrett Weigel, Student Trustee

III. AUDIENCE PARTICIPATION

None.

IV. GENERAL DISCUSSION OF MATTERS RELATING TO THE SHORT- AND LONG-TERM FUTURE OF THE COLLEGE

- Community College Baccalaureate Discussion: The Board discussed updates on the Community College Baccalaureate legislation. Dr. Haney explained that the proposed legislation would allow community colleges to offer limited baccalaureate degree programs within defined regional structures. Each region would be restricted to six total programs without duplication, requiring collaboration among local community colleges. She noted that the high-demand program areas identified include nursing, cybersecurity, early childhood education, and manufacturing. She noted that the community college presidents in the region have expressed interest in beginning discussions about what programs their colleges may pursue.

Steve Pappageorge, vice president of Workforce, Strategy and External Affairs Community Education, noted that the bill had advanced from committee and would still require approval by both legislative chambers and the governor. He went on to explain that the timeline for implementation would take 12-24 months after legislation passes due to approval and accreditation processes. Mr. Pappageorge explained that each region will be limited to a total of six programs, which means each college in the region may initially only secure one or two programs.

Dr. Ryen Nagle, vice president of Academic Affairs, explained that the college has been working for several years on developing applied baccalaureate programs, including research, data collection and demonstrating workforce need. He noted that internal planning has continued over the past year and that work groups were developed to outline program compositions and to determine resource needs. With potential legislative progress, the team is now reconvening to update plans and prepare next steps if approval is granted.

Trustee Fronczek asked what the curriculum and approval process would be for baccalaureate degrees. Dr. Nagle stated that the legislation provides a general framework, further guidance from the Illinois Board of Higher Education (IBHE) and the Illinois Community College Board (ICCB) is needed to spell out the process. He noted that the internal curriculum approval process would be very similar to the process for two-year degrees but noted that program development will rely heavily on labor market data. He went on to explain that the potential programs are all in high-demand fields, which will make them strong candidates. Dr. Nagle noted that the key challenge will be coordination with local universities to avoid program duplication and justify the creation of the baccalaureate based on demonstrated unmet need in the region.

Trustee Sullivan asked if the current legislation requires that baccalaureate programs be implemented without significant new costs and asked if there are any potential costs the Board should anticipate in the coming years, beyond adjustments to staffing. She asked if there would be a need for additional space if a nursing baccalaureate was approved. Dr. Nagle explained that while the legislation includes general cost expectations, some details still are unclear. He noted that the college's planning has focused on minimizing new expenses by

leveraging existing resources. He said they do not anticipate the need for additional space if the nursing baccalaureate were approved to be offered.

Trustee O'Day asked if the college considered any additional disciplines for potential baccalaureate programs. Dr. Nagle said other programs still could be viable opportunities, though they may require greater facility investment than initially considered. Mr. Pappageorge noted that the legislation stated no more than one baccalaureate degree in early childhood education, cybersecurity, and nursing is allowed per region during the first year.

Secretary Kerlin Walsh asked if the college has considered nuclear energy–related programs and noted its growing importance in powering AI and future technologies. She asked if the college should consider expanding certificates or even developing degree programs in this area to meet potential workforce demand. Trustee O'Day noted that there is existing demand for nuclear-related workforce training, particularly at the certificate level, and offered to share more information. She stated that there is a growing interest in nuclear energy in Illinois, but acknowledged the ecosystem still is developing. Dr. Nagle noted that while nuclear energy typically involves advanced degrees, there may be a growing role for technician-level training, especially with the emergence of small modular reactors. He said it would be worthwhile for community colleges to explore this area further and indicated he would continue researching potential opportunities.

Chair McElroy Kirkwood asked how programs will be determined amongst other community colleges in the region. Dr. Haney said the college is well-positioned for several programs but noted that the criteria and decision-making process is still unknown at this point.

- Lobbyist Services Discussion: Trustee Sullivan summarized a proposed plan to hire a state lobbyist. She noted that she worked with Dr. Haney and Trustee O'Day to draft the framework for a 12-month contract to start at the end of the summer, with options for renewal. A draft scope of work was presented which outlined goals such as securing funding, strengthening relationships with legislators and advancing college priorities. Trustee Sullivan asked the Board if they would like to use a formal competitive Request for Proposals (RFP)

process or a more streamlined direct selection approach for hiring the lobbyist. She noted that a direct selection method could involve identifying a short list of qualified firms and having the Board interview the top candidates before making a final decision. She noted that the RFP process is more traditional and typically takes longer. Chair McElroy Kirkwood said the direct selection approach would be more efficient. Trustee Fronczek and Trustee O'Day agreed that the direct selection approach may be the better option.

Trustee Sullivan noted that it is important to have legal review of the interview process to ensure the interviews meet the requirements of the Open Meetings Act. She also pointed out potential timing challenges, explaining that lobbyists may be in Springfield during legislative session, and it may be beneficial to allow virtual interviews.

Dr. David Dammon, vice president of Administrative Services, said he was not sure that community colleges are able to proceed with a direct selection process. He said the college may have to proceed via the RFP process. Dr. Haney said they will confirm the process and respond to the Board. Trustee Sullivan asked for feedback from the Board and requested that any suggestions be submitted to Dr. Haney and Chair McElroy Kirkwood.

- Facilities Master Plan/Referendum Discussion: Chair McElroy Kirkwood asked Dr. Haney to begin the discussion regarding the Facilities Master Plan and potential referendum. Dr. Haney provided an overview of the college's Facilities Master Plan and strategic priorities, explaining that when she began her presidency in 2023, the Executive Leadership Team identified three key initiatives: the Center for Advanced Manufacturing, the Health Sciences Expansion and the Center for Public Safety. She reported that the Health Sciences Expansion now is operational, fully accredited and renovated, with funding already approved, while the remaining two projects still are in development. She reviewed the timeline of the Facilities Master Plan process, noting that the Board has received a series of updates since mid-2024. These updates included presentations, land assessments and a community survey. Dr. Haney noted that the master plan was formally approved in February 2026, and the current discussion is intended to determine the next steps and direction moving forward. She discussed the potential timelines for advancing to the next phase, noting that November 2026 could be a target for a potential

referendum, should the Board choose to proceed. Dr. Haney noted that planning would need to begin immediately. She asked Dr. Nagle to provide a high-level overview of the specific needs of the college.

Dr. Nagle provided an overview of the planning process for the Facilities Master Plan and reiterated that the college has spent the past two-and-a-half years conducting extensive research to guide its capital priorities. He emphasized that the master planning process incorporated significant input from college employees, including more than 40 focus groups, which helped identify program and space needs. Dr. Nagle explained that feedback from faculty, staff, students and community members has been collected and refined over time, which has allowed the college to better understand what programs and facilities are needed moving forward. He stated that the goal of his presentation was to bring all this information together in one place, including enrollment trends, future growth projections, workforce demand and program-specific data, to help the Board make informed decisions. Dr. Nagle addressed the impact of AI on workforce trends and educational planning. He presented research showing that many of the program areas the college is considering for investment, such as Manufacturing, HVAC, Welding, Automotive and Public Safety, are among those less likely to be disrupted by AI. He noted that AI will still play a role in these fields by enhancing, rather than replacing, human work, requiring workers to adapt to using AI as a complementary tool. Dr. Nagle discussed long-term employment trends and noted that, while precise 30-year forecasts are difficult, major forces such as AI and climate change are expected to shape the future workforce. He explained that the Chicago region is likely to remain well-positioned due to its strengths in logistics, manufacturing and infrastructure, and may become a leader in integrating AI into these industries. Dr. Nagle emphasized that the college's investment strategy aligns well with workforce areas that are resilient, growing and critical to the regional economy.

Dr. Nagle discussed the Fire Science Program, noting that the program is experiencing steady growth, with enrollment increasing over both one-year and five-year periods and projected to continue growing over the next ten years. He stated that this field is considered to have low exposure to AI, as it requires hands-on, life-saving interventions that will continue to require human presence and are expected to be reinforced by legal requirements. He added that long-term demand for

fire science careers is likely to remain strong, particularly as investments in infrastructure increase the need for fire safety and protection services. Dr. Nagle explained that, based on faculty input gathered through focus groups, the program requires approximately 18,000 to 20,000 additional square feet to adequately support current and future needs, with plans to expand into available space within Building T. He shared that students view fire science as a stable and reliable career path, and community feedback showed strong support for investing in the program.

Trustee O'Day asked Dr. Nagle if he could explain the data from his presentation. He noted that the data in his presentation is a 10-year occupational outlook on the website for the Bureau for Labor Statistics. Trustee O'Day asked if the data was for the Chicagoland region or nationwide. Dr. Nagle explained that long-term workforce projections are challenging to present at a regional level because most data is reported nationally rather than by specific metropolitan area. He added that while some regional data sources exist, including the Illinois Department of Employment Security and Federal Reserve forecasts, those projections tend to focus on shorter-term outlooks.

Dr. Nagle noted that the Paramedic/EMT Program continues to show a strong and consistent demand, with positive enrollment trends and continued projected growth. He noted that this field has low exposure to AI due to its hands-on, life-saving nature and reliance on human intervention. He added that space needs for this program are combined with Fire Science because the programs are closely related and benefit from shared facilities and resources. He also indicated that both student and community feedback have been highly favorable toward this program area.

Dr. Nagle discussed Engineering Technology, including Automation and Manufacturing, explaining that current facilities are fragmented and outdated. He said consolidating these programs into a unified space would improve effectiveness. He noted that enrollment has shown a recent decline, but he attributed this to faculty turnover and stated that new hires are expected to strengthen and grow the program moving forward. He added that workforce demand remains strong in this field. Dr. Nagle noted that engineering-related careers have higher exposure to AI, particularly on the design side, where automation increasingly is being used. However, he explained that local workforce demand is

focused more on maintenance and repair roles, which require hands-on skills and are less likely to be replaced by AI. He also highlighted that AI may increase demand for preventative maintenance and troubleshooting skills. Dr. Nagle noted that approximately 6,500 additional square feet are needed for this program area and stated there is interest and support in this program from both students and the community.

Dr. Nagle discussed the Automotive Technology Program. He stated that the program has positive enrollment trends and is supported by students and the community. He noted that the additional square footage needed for the Automotive Technology Program was around 17,000 square feet.

Dr. Nagle discussed the Welding Program and noted the program is experiencing solid enrollment demand and it has strong projected job growth in the future. He noted that while AI may influence some aspects of the field, welding remains a hands-on trade that will continue to require skilled workers. Based on faculty input, he indicated that the program needs approximately 4,200 additional square feet to support its growth and instructional needs. He also shared that student feedback has been positive, and community input showed strong support for continued investment in the program.

Dr. Nagle concluded his presentation by emphasizing that the programs under consideration represent durable, high-demand careers that are expected to remain relevant despite evolving trends such as AI. He noted that, based on data analysis and feedback, the college's proposed investments align with long-term workforce needs and offer stable opportunities for students. Secretary Kerlin Walsh praised Dr. Nagle for the presentation. She said it perfectly pulled together the plan and the college's needs in a way that she had not seen before.

Chair McElroy Kirkwood thanked Dr. Haney and Dr. Nagle for their presentations. She emphasized the importance of the Board making a decision on the potential referendum in the near future. The Board participated in an anonymous paper vote to gauge each Trustee's interest in proceeding with the potential referendum. Of the six Trustees present, all six Trustees indicated they were interested in pursuing a potential referendum.

Trustee O'Day noted that her support for a potential referendum is conditional upon receiving workforce and economic data that has more region-specific projections. She stressed that having clear, localized data on job outlook and economic impact is critical to justifying the investment to the community and ensuring it aligns with regional needs.

- Board Goal Setting/AI Strategic Roadmap: Chair McElroy Kirkwood opened the floor for discussion regarding Board goal setting and the development of an AI strategic roadmap.

  Trustee O'Day stated she believed that establishing clear Board goals would improve alignment with the institution's strategic plan and allow Trustees to better measure and communicate accomplishments. She noted that AI rapidly is transforming both education and the workforce, and she proposed that the college develop a comprehensive AI strategy to remain competitive and prepare students, faculty and staff for these changes.

  Trustee Fronczek emphasized the importance of AI and noted both its opportunities and risks. He noted the fear regarding the use of AI in regard to academic integrity, while also recognizing the potential for AI to enhance teaching. Trustee Sullivan said she is hopeful the college can find a way to overcome the stigma and fear regarding AI and find a way for students, faculty and staff to develop the necessary skills to use it comfortably and effectively.

  Trustee O'Day explained that she hopes the college will develop a formal AI strategic roadmap, to position the institution as a leader among community colleges. She noted that successfully adopting AI requires intentional planning and training, and said learning to effectively use AI takes time because it must be balanced with an employee's existing responsibilities. She said the college should prioritize training employees to effectively incorporate AI into their day-to-day work. Trustee O'Day suggested having a committee serve as "AI champions" who could share useful information and tips to use AI effectively. She also suggested having events on campus where faculty and staff could explore the practical uses of AI in a group setting. Additionally, Trustee O'Day suggested a potential dedicated staff member who could specialize in AI integration and work with employees to help them apply AI to their work.

Dr. Nagle explained that the college's AI efforts are currently being led through the Center for Teaching and Learning, with an AI Committee primarily focused on faculty development and teaching and learning initiatives. He noted that an innovation grant is being used to establish an AI Institute that will take a cross-functional approach by including faculty and staff at all levels. The institute will serve as a structured training and coaching program, where selected participants will receive specialized AI instruction. These individuals are expected to become "AI champions" within their respective areas and help train their peers using a "train-the-trainer" model to expand AI knowledge and adoption across the college.

Trustee O'Day suggested the college consider allocating discretionary funding to help advance AI adoption across the institution. She noted that the funds could support staff training, the hiring of specialized personnel and potential access to more advanced and competitive AI platforms. She noted that providing employees with high-quality AI tools and resources is essential if the college aims to be a leader in this space and effectively prepare both its workforce and students for evolving industry demands. Trustee O'Day asked whether the college is interested in formally incorporating an AI component into the college's strategic planning or as a separate standalone initiative.

Trustee Sullivan suggested that administration keep the Board informed of any significant upcoming costs to meet the needs for the college's AI use. Mr. Pappageorge noted that evolving technology will require ongoing updates and funding, and that the AI tools the college currently is using may not be the same tools they use over time.

Dr. Charmaine Sevier, vice president of Human Resources, noted that the college has begun integrating AI by raising campus awareness and stated that the college's Learning College Day focused on AI. She emphasized that while AI adoption still is developing, the college is actively promoting responsible AI use on campus.

Trustee Sullivan suggested continuing the discussion by asking the administration to reflect on the ideas raised and bring back recommendations at a future Board meeting. Trustee Fronczek expressed support for the effort and suggested a brief presentation to

share current activities so the Board can better understand the work underway.

Trustee O'Day noted the need to consider Board goal setting and how success should be measured. She emphasized a continued focus on preparing students for well-paying careers through employer connections, internships and retraining opportunities, while inviting broader input on priorities for future goals. Trustee O'Day shared that her primary priorities are workforce readiness and career attainment, strengthening employer partnerships, maintaining institutional agility and resource stewardship. Trustee Sullivan said it may be beneficial to discuss potential Board goals when Vice Chair Murphy is available. The Board indicated that they would reflect on Board goals and continue the conversation at a future meeting or retreat.

- Trustee Roundtable Discussion: During the Trustee roundtable, Trustees shared ideas for improving Board engagement and institutional understanding. Trustee Sullivan encouraged Board members to share questions and identify areas of the college they want to better understand. She suggested periodic brief presentations from different departments to provide insight into operations to help the Board make more informed decisions and build stronger connections with staff. She also expressed interest in learning more about the college's economic impact, dual enrollment opportunities and community awareness efforts, particularly with parents. Additionally, she emphasized the importance of being prepared with clear funding priorities and requests when engaging with legislators so the Board can effectively advocate for resources and support the institution's growth.

  Secretary Kerlin Walsh expressed pride in the Board's work, noting that the discussions at the retreat are what makes her proud to be a Trustee. She praised the discussions related to AI, the strategic plan and the facilities plan and noted that said it was encouraging to see the Board agree on a referendum to improve the community and the college. Trustee Shaar said she learned a lot during the retreat and she hopes the Board can have more retreats in the future. Trustee Fronczek said he felt like the Board accomplished a lot during the retreat.

  Trustee O'Day said she appreciated the open discussion format of the retreat and expressed support for exploring the college's economic impact as a way to better communicate its value to the community.

Trustee O'Day asked if the college currently is making efforts to engage with parents of potential students. Dr. Normah shared that the college is actively engaging both students and parents through ongoing initiatives. She highlighted a new partnership with District 218 that brings freshmen to campus for hands-on career exploration experiences, as well as regular outreach efforts such as open houses, dual enrollment information sessions and FAFSA support nights to help families stay informed and involved.

Chair McElroy Kirkwood thanked the Trustees and college staff for participating in the retreat.

V. ADJOURNMENT

The meeting adjourned at 11:28 a.m.