The regular meeting of the Board of Trustees of Lincoln Land Community College, Illinois Community College District #526 was held on Wednesday, May 25, 2022 at 5:15 p.m. in the Robert H. Stephens Room with Chairman Elmore presiding.

I. Preliminary Matters

A. Roll Call

Members present were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Holaway, Ms. Raymond, Mr. Rosenthal. Mr. Fulgenzi was absent.

B. Pledge of Allegiance

Mr. Holaway led the audience in the pledge of allegiance.

C. Adoption of Agenda of the May 25, 2022 Meeting

MOTION NO. 5-25-22-1:

Ms. Raymond moved to adopt the agenda of the May 25, 2022 meeting. Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

D. Seating of Student Trustee and Oath of Office

Chair Elmore administered the oath of office to new student trustee, Mr. Giles Harris-Patel of Springfield, a second-year student majoring in English. He will represent students on the LLCC Board of Trustees through April of 2023. His academic plans include transferring to a four-year university after graduating from LLCC, and then pursuing a law degree with a career goal of international law.

E. Introductions and Recognitions - None

F. Hearing of Citizens - None
II. Consent Agenda

MOTION NO. 5-25-22-2:

Mr. Rosenthal moved to:

- approve the minutes of the regular meeting of April 27, 2022;
- ratify disbursements of the bi-monthly checks, E-commerce refunds, ACH and wire transactions issued during April 2022 and ratify the April 30, 2022 Treasurer's Report;
- approve out-of-state travel;
- approve the specific stop-loss policy with a liability limit of $100,000 per insured with a higher reimbursement threshold for three employees for FY2023 by HCC at a projected annual cost of $541,129;
- approve renewal of our waste hauling contract with Waste Management at the total estimated cost of $30,000 in accordance with the terms, conditions, and specifications of Invitation to Bid #FY2019-03;
- ratify the purchase of 21 Apple M1 Max computers from Apple Computers at a total cost of $47,705.44;
- approve the clinical site agreement with the Carle Foundation and approve the partnership agreement with the Academy of Lifelong Learning;
- approve the lease of 50 MFPs for 24 months from Watts Copy Systems at a total cost of $116,830.80;
- approve the agreement with the Association of College and University Educators (ACUE) for FY23 in the amount of $40,000;
- and ratify the Rural Innovation Stronger Economy Grant in the amount of $1,894,432.

Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel (advisory), Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

III. Action Agenda

A. Policies

1. Revision to Board Policy 5.2 – Auditing Courses

Policy Statement: A student shall have the opportunity to participate in a course or courses on an audit basis with permission from the instructor. No credits and/or grades are earned. Tuition and fees are the same as for regular enrollment, and regular attendance is expected. Registration for auditing a course or changing a course registration from credit to audit, or vice versa, may be affected only during the “100 percent refund” period. A designation of “audit” will appear on the student’s transcript.
MOTION NO. 5-25-22-3:
Mr. Gates moved to approve revisions to Board Policy 5.2 – Auditing Courses. Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel (advisory), Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

2. Revision to Board Policy 5.7 – Repeating a Course

Policy Statement: Consistent with ICCB administrative rules and the Illinois Articulation Initiative, the College determines how courses are treated when they are repeated. Courses can either be “repeatable for credit” resulting in all graded attempts being calculated in GPA (with exceptions by student request) up to the maximum number of repeats approved for the course or “not repeatable for credit” resulting in the highest grade earned being calculated in GPA.

A student may elect to repeat a course. When the student repeats a course which is not identified as Repeatable for Credit, the higher grade will be automatically recorded on the student’s permanent scholastic record. The system identifies the original class repeated with an “R” and will maintain the grade history. Courses identified as Repeatable for Credit will have the grade replaced automatically only if the original grade is failing.

MOTION NO. 5-25-22-4:
Mr. Holaway moved to approve revisions to Board Policy 5.7 – Repeating a Course. Mr. Rosenthal seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

3. Revision to Board Policy 5.8 – Grades Given Upon Withdrawal

Policy Statement: A student may withdraw from any class by completing and filing the appropriate forms within the time requirements listed. An instructor may unilaterally withdraw a student at times of enrollment verification (in compliance with ICCB rules regarding attendance and progress).

1. No record of the enrollment shall appear on the student’s transcript if a student withdraws prior to the first day of classes or during 100% refund period (defined in Policy 5.18).
2. An instructor may withdraw a student with a grade of W, for non-attendance, at midterm when class attendance is verified (in compliance with the ICCB rules regarding attendance and progress).
3. A student may withdraw with a grade of W up to 7 days prior to the last day of scheduled classes for each term.
4. A student must fulfill all obligations to the College prior to withdrawing from any class.

MOTION NO. 5-25-22-5:

Ms. Raymond moved to approve revisions to Board Policy 5.8 – Grades Given Upon Withdrawal. Dr. Davis seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

4. Revision to Board Policy 5.11 – Admission of Students & Elimination of Board Policy 5.23 – Selective Admission

Policy Statement: Admission to the College shall be open to all who apply and can benefit from any of the programs offered. The College and the student accept responsibility for placement of the student in courses and programs for which the student demonstrates academic preparedness. A student may demonstrate preparedness for college-level work through a variety of means, including, but not limited to, a test of basic academic skills, performance on the American College Test (ACT) exam or a similar exam, coursework completed at the college level, and a high school transcript. Participation in credit bearing course work at the collegiate level is open to all who are 16 years of age and can demonstrate their level of preparedness. For a student who meets all admissions criteria, but who initially does not demonstrate preparedness for college-level work, the College reserves the right to restrict access to certain courses and programs and affirms its commitment to helping the student achieve preparedness.

In accordance with Section 805/3-17 of the Illinois Public Community College Act, the College shall admit any student qualified to complete a program offered by the College. Upon acceptance, entry level competence must be demonstrated in advance of enrollment in transfer programs and selective admissions programs designated by the College, which competence may be achieved through preparedness programs conducted by the College. Information about admission requirements, procedures and options is published in the College catalog and other appropriate media. Admission to the College does not guarantee entrance into a particular course or program of study.

In special circumstances, the Vice President for Student Services (or the Vice President’s designee) in conjunction with the Vice President for Academic Services, (or the Vice President’s designee) may, with mutual agreement of affected faculty, authorize admission to the College and registration into college level course work by students who do not meet all admissions criteria. The Vice President for Student Services (or the Vice President’s designee) may deny admission to a person due to their prior conduct at a secondary or post-secondary institution.

Persons who have been suspended or expelled from any other post-secondary institution for disciplinary or behavioral issues may be denied admission to Lincoln Land Community College by the Vice President of Student Services or the Vice President’s designee. If their presence is deemed a threat to the college or its personnel.

Legal Citation:
*110ILCS 805/3-17
Proposal to eliminate Board Policy 5.23 – Selective Admission

Policy Statement: Admission to certain programs where space is not available for all students applying shall be granted in accordance with the Act* and the Rules of the State Board.

Legal Citation:
* 110 ILCS 805/3-17

MOTION NO. 5-25-22-6:

Mr. moved to approve revisions to Board Policy 5.11 – Admission of Students & Elimination of Board Policy 5.23 – Selective Admission. Ms. seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Fulgenzi, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

5. Revision to Board Policy 5.16 – Residency

Policy Statement: In order to qualify for in-district tuition rates, any student shall be a resident of the District at the time of registration. Any student who moves into the District for the principal purpose of enrolling at in-district tuition rates shall not be considered a resident of the District. When the residency of a student or prospective student is not clear, the proof of residency may be required. Any student who changes residency during the school year shall immediately report such change to the College. If such change of address shall cause a change in the applicable tuition rate, then the new tuition rate shall take effect at the beginning of the next academic semester, module, or summer term.

Student residency classification (in-district, in-state out-of-district, out-of-state, or out-of-country) and verification will be in accordance with the provisions of the Illinois Public Community College Act, 110 ILCS 805/1 et seq., and the administrative rules of the Illinois Community College Board (ICCB). In accordance with the ICCB, the College will maintain procedures for the classification and verification of student residency status.

Legal Citation
110 ILCS 805

MOTION NO. 5-25-22-7:

Mr. Gates moved to approve revisions to Board Policy 5.16 – Residency. Mr. Rosenthal seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

6. Revision to Board Policy 5.26 – Ability to Benefit

Policy Statement: A student must have been awarded a high school diploma or its recognized equivalent or demonstrate per federal guidelines an ability to benefit to receive title IV and state financial aid funds. The Financial Aid Office will maintain procedures compliant with federal statutes and regulations to determine a student’s eligibility to benefit for students who do not
7. Revision to Board Policy 5.43 – Standards of Progress – Academic

Policy Statement: The College shall use the following academic standards of progress:

Satisfactory Progress

Students who are not on academic probation or academic suspension will be considered students in good standing if their cumulative grade point average meets or exceeds the following:

<table>
<thead>
<tr>
<th>Cumulative Semester Credit</th>
<th>Cumulative Grade Point Average</th>
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<tbody>
<tr>
<td>6-11</td>
<td>1.5</td>
</tr>
<tr>
<td>12-22</td>
<td>1.7</td>
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<tr>
<td>23-33</td>
<td>1.85</td>
</tr>
<tr>
<td>34 or more</td>
<td>2.0</td>
</tr>
</tbody>
</table>

Academic Probation

The College may place students on academic probation after they have attempted 6 or more semester credit hours at the College or at other institutions of higher education. Such students shall be on academic probation if their cumulative grade point average does not meet or exceed the standards of satisfactory progress (above).

Students who are on probation must see an academic advisor for approval of their proposed course schedule prior to registration. Students on probation may not register for more than 12 semester credit hours in a regular semester (or 6 during summer term).

Academic Suspension

If the student on probation attains a semester grade point average of at least 2.0 but does not yet raise the cumulative grade point average to the level listed above, probation shall be continued for another semester. If a student who is on academic probation fails to achieve at least a 2.0 semester grade point average during a semester, and also fails to bring his or her cumulative grade point average to a level that meets or exceeds the applicable standard for academic probation as set forth above, then such student shall be suspended for one semester (or one summer term plus one semester, in the case of a suspension at the end of spring semester). An appeal process shall be available to students on academic suspension so as to allow re-enrollment, pending approval of an appeal and student compliance with reinstatement requirements set by appropriate College personnel. Students on academic suspension shall not receive any financial aid.

Re-Admission after Academic Suspension

A student on academic suspension for the first time may re-enroll after one semester of suspension. A student on academic suspension for a second or subsequent time, may re-enroll only after
The College is committed to student success. Students enrolled in an academic program must maintain minimum academic achievement standards. Standards for academic achievement are published in the college catalog and are determined by cumulative grade point average of credit hours attempted. A student whose academic performance is below the acceptable standard will be placed first on academic probation, then suspension, then multiple suspension status.

MOTION NO. 5-25-22-9:

Mr. Gates moved to approve revisions to Board Policy 5.43 Standards of Progress - Academic. Mr. Rosenthal seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

8. Revision to Board Policy Chapter 9 – Foundation

The proposed changes update Chapter 9 – Foundation in the board policy.

1.) Eliminate Board Policy 9.1 – Establishment/Purpose Community College

Policy Statement: A foundation, known as the “Lincoln Land Community College Foundation” shall be established. Its purpose shall be to assist in increasing and enhancing the physical and cultural environment of the College; to broaden the educational opportunities and services for students, alumni, and citizens of the District; and to provide funds to implement scholarships and other educational purposes.

2.) Revise and combine Board Policy 9.2 – Legal Authority Community College with Board Policy 9.4 – Raising/Expenditure of Funds, Board Policy 9.6 – Development of Bylaws and Board Policy 9.9 – Receiving Gifts and Donations

Policy Statement: The Lincoln Land Community College Foundation (“the Foundation”) shall be a not-for-profit corporation, organized under the laws of the State of Illinois, and its purpose shall be wholly charitable and educational pursuant to Section 501 (c) (3) of the Internal Revenue Code of 1954, as amended. The Foundation was created for the exclusive purpose of providing support for Lincoln Land Community College (“the College”), students and programs.

Contributions may be received by either the College or the Foundation; however, the Foundation has principal responsibility for coordinating fundraising activities on behalf of “the College.” All donations that fall under 501(c)(3) tax deductibility guidelines must be made to the Foundation.

It shall be the responsibility of the Foundation to develop and amend bylaws and to keep copies on file with the College.

3.) Revise Board Policy 9.3 – Relationship to the College

Policy Statement: The relationship between the College and the Foundation shall be one of singular and mutually supportive purpose; however, they are two separate and legally distinct entities.
Memorandum of Understanding between the College and the Board exists to outline the relationship and responsibilities of both entities.

4.) Revise Board Policy 9.5 – Recognition of Gifts/Donations

Policy Statement: Gifts/donations to the Foundation shall be acknowledged in writing for Internal Revenue Code, Section 501 (c) (3) purposes and shall receive recognition in accordance with established guidelines and requirements.

5.) Revise Board Policy 9.7 – Establishment/Purpose

Policy Statement: An association, known as the “Lincoln Land Community College Alumni Association” (hereinafter “Association”) shall be established. Its purpose shall be to promote the welfare of the alumni and the College by serving the interests and needs of former students, present students, the College, and the communities that support them. The Association is recognized by the College Board of Trustees as the sole entity authorized to represent the alumni of the College.

MOTION NO. 5-25-22-10:

Mr. Gates moved to approve revisions to Board Policy Chapter 9 – Foundation. Mr. Rosenthal seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel, Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

9. Revision to Board Policy 4.4 – Customized/Contractual Training

The following is a proposed change to Board Policy 4.4 – Customized/Contractual Training.

Policy Statement: The College shall seek to establish contractual relationships with business and industry within the District and beyond, where authorized, for customized training of employees. Such training may be customized to fit the specific training needs of the business or industry. The Contracts shall, through a combination of state assistance (if any), tuition/fee charges, and assessment of charges to the business or industry, be structured to meet the expenses of offering the class or program.

This change is being presented for a first reading tonight. No action is required at this meeting. With Board concurrence, we will return this policy to you for action at the regularly scheduled June 2022 meeting of the Board.

10. Revision to Board Policy 4.6 – Degrees and Certificates

Policy Statement: The College shall award the following degrees and certificates:

* Associate in Arts*
* Associate in Science*
* Associate in Engineering Science*
Students may earn multiple degrees and multiple certificates at Lincoln Land Community College. Any combination of degrees and certificates shall be acceptable, except that only one transfer degree from each of the above categories may be taken. In order for a student to earn an additional degree, he or she must successfully complete a minimum of 20 semester hours of credit beyond those required for the most recent degree earned.

This change is being presented for a first reading tonight. No action is required at this meeting. With Board concurrence, we will return this policy to you for action at the regularly scheduled June 2022 meeting of the Board.

11. Revision to Board Policy 5.15 – Tuition Rates for Students Attending Other Education Institutions Within the District

Policy Statement: In accordance with the Act*, Illinois residents who are not classified as residents of the Lincoln Land Community College district shall qualify for in-district tuition rates for a particular term if they are also enrolled in at least 12 semester hours at another regionally accredited post-secondary institution within the district or enrolled full-time at a residential secondary institution within the LLCC district or, alternatively, if they are enrolled concurrently at LLCC and another institution as described above with a combined course load of at least 12 hours. The in-district tuition rate shall also apply to summer terms if the person was enrolled in at least 12 semester hours and/or classified as a full-time student at an eligible institution the previous spring or can document subsequent enrollment at an eligible institution for the fall term.

Policy Statement: In accordance with the Act*, individuals who are considered out of district or out of state residents shall qualify for in-district tuition if they are enrolled full-time at a residential secondary or regionally accredited post-secondary educational institution located within the college district.

Legal Citations:
*Public Community College Act 110 ILCS 805/6-4
*Administrative Rules of the Illinois Community College Board 1501.505

This change is being presented for a first reading tonight. No action is required at this meeting. With Board concurrence, we will return this policy to you for action at the regularly scheduled June 2022 meeting of the Board.

B. Academic Services Division Items - None

C. Student Services Division Items – None

D. Administrative Services Division Items - None
E. Information Technology Items – None

F. Executive Division Items – None

IV. Information Items

A. Staff Reports

1. Academic Services – None

2. Student Services – None

3. Administrative Services
   a. Position Vacancies and Hires
      This item has been updated.
   b. Construction Progress Update

4. Information Technology – None

5. Executive Division
   a. Review of Agenda Master Calendar

B. President’s Report

Dr. Warren reported on trends for upcoming summer and fall enrolment.

The commencement ceremony was held on May 13 to honor our graduates. We recognized an outstanding alumna, Dr. Becky Watts, and had a fantastic student speaker, Nicole Pedigo. Thanks to Trustee Raymond, a link to Nicole’s speech has been sent to Lt. Gov. Juliana Stratton, who asked to view it after hearing from Samantha how inspirational it was.

We honored 2022 Distinguished Service Award winners, employees with service anniversaries, retirees and Professors Emeriti at the Employee Recognition Ceremony May 12. Recognized for distinguished service were Tisha Miller, enrollment coordinator, LLCC-Taylorville, and Litchfield; Mack Alexander, building custodian; Howard Seidel, adjunct culinary instructor; John Mark Henry, professor of mathematics, who was also honored as a retiree with 30 years of service; and Paula Luebbert, assistant vice president, corporate/government training and economic development, also honored as a retiree with 32 years of service. Named Professors Emeriti were Dr. Janice Badgett, professor of nursing; Virgil Rhodes, professor of business; Dr. Theresa Till, professor of nursing; and Nancy Walton, professor of basic nurse assistant
Last week, several members of the Sertoma Club of Springfield came to campus to donate a Portable InfoLoop device to our library. The device amplifies conversations while reducing background noise and is self-contained to keep conversations private. We are very appreciative of this donation, which will assist our hearing-impaired students.

Our Center for Academic Success has been renewed as a Level 1 Certified Tutor Training Program by the internationally recognized College Reading and Learning Association.

Graduates of the surgical technology program had a 100% pass rate on their recent certification exam.

We are offering workshops this summer that provide continuing professional development units for K-12 teachers. Workshops are taught by our professors, and upcoming topics include honeybees, apps and games for the classroom, and coding.

Also, this summer, we’re offering another session of Summer Boost to help students prepare for college level-math, English and study skills. Please help us spread the word about this valuable three-week, Monday through Thursday program, that is free of charge, with lunch and books included. The program will run July 18 through Aug. 4.

We are currently into budget discussions and figuring out how to manage all the requests. The budget workshop will take place at the June meeting.

We have many grant applications in process and continue to apply for numerous others.

Thank you to Mr. Gates for attending the state of the city luncheon and to Mr. Holaway for attending the Jacksonville Promise dinner.

Dr. Warren announced that she attended her last AACC board meeting. Dr. Karla Ivankovich, counselor and CEO of OnePatient Global Health Initiative, Alumna of LLCC was honored nationally by AACC for her work. Dr. Warren also thanked the board for their support of administration in managing the Covid protocol the last 2 years.

And, the college mourns the loss of Adrienne “Ada” Range, associate professor of biology, who passed away May 9. Ada began as an adjunct instructor at LLCC in fall 2014 and became full time in fall 2015 and was much admired by her students and colleagues.

C. Report from Faculty Senate – None

D. Report from Faculty Association - None

E. Report from Classified Staff - None

F. Report from Professional Staff - None

G. Report from Facilities Services Council – None

H. Chairman’s Report
Chair Elmore stated that he was sorry he was not able to attend commencement. He was attending his daughter’s graduation.

I. Secretary’s Report

Ms. Raymond reported that she attended the April ICCTA meetings. The seminar was titled “Collegial Creativity: Today and Tomorrow”, designed to help trustees think creatively about their governing role in a post-COVID environment. New officers were also elected, and community college baccalaureate degrees were discussed.

J. Foundation Report

Ms. Sanders reported that the annual LEAGUE campaign raised $50,000 thanks to the faculty and staff for their generous support and the annual Gala raised $84,000 this year.

K. Other Board Members’ Reports

Dr. Davis noted that the LLCC Commencement ceremony was very impressive and professional. She thanked the administration for all their efforts.

Mr. Holaway remarked on the great renovation work that was done in the classrooms at LLCC Jacksonville.

V. Strategic Discussion

A. Sabbatical Presentation

David Leitner, Professor of English, provided a brief presentation on the results of his sabbatical project. Professor Leitner constructed a cost-free and openly licensed Open Access Textbook (OAT) for Lincoln Land Community College’s EGL 110 course.

VI. Executive Session

MOTION NO. 5-25-22-11:

Dr. Davis moved to hold an executive session for the purposes of discussing personnel matters and pending/imminent legal matters. Ms. Raymond seconded.

Those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel (advisory), Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

MOTION NO. 5-25-22-12:

Mr. Holaway moved to return to open session at 6:39 p.m. Dr. Davis seconded.

Those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel (advisory), Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED
VII. Actions from Executive Session

**MOTION NO. 5-25-22-13:**

Mr. Rosenthal moved to approve the personnel matters. Ms. Raymond seconded.

Upon roll call vote, those members voting aye were Dr. Davis, Mr. Elmore, Mr. Gates, Mr. Harris-Patel (advisory), Mr. Holaway, Ms. Raymond, and Mr. Rosenthal. PASSED

VIII. Adjournment

There being no further business before the Board, the meeting adjourned at 6:40 p.m.

Chairman Elmore

Secretary Raymond
MEMORANDUM

TO: Members, LLCC Board of Trustees

FROM: Charlotte J. Warren
President

SUBJECT: Personnel Matters

DATE: May 25, 2022

We recommend the following personnel actions:

ADMINISTRATOR

A. Approve a 10% interim increase to the base salary of Adam Watkins, Dean of Arts and Communication, to assume leadership responsibilities for the Social Sciences and Business department. This assignment will be effective June 1, 2022 and continue until the Dean of Social Sciences and Business position is filled.

B. Approve the employment of Kalith Smith as Dean, Social Sciences and Business. He earned his Doctor of Education in Higher Education Administration from University of Nebraska. He currently serves as the Associate Dean of Cadet Academic Services at the New Mexico Military Institute. His employment will be effective July 11, 2022, and placement will be on salary grade O.

C. Approve the employment of Christopher Edmonds as Program Director, Construction Trades. He earned a Master of Arts in Educational Leadership from University of Illinois at Springfield and a Bachelor of Science in Industrial Technology from Illinois State University. He is a current adjunct instructor at LLCC in the Construction program and is currently teaching for Pleasant Plains School District. His employment will be effective June 30, 2022, and placement will be on salary grade K.

FACULTY

A. Approve the employment of Dallas Wright as Computer Science Instructor. He earned a Doctor of Philosophy in Cyber Operations from Dakota State University and a Master of Science in Computer Science from University of Illinois at Springfield. He is a current adjunct at LLCC and has 35 years of experience in information technology and computer science. His employment will be effective August 16, 2022, and placement will be on Doctorate, Step 12 of the 2022-2023 faculty salary schedule.