October 11, 2022

Wifi: RCC Public Access

AGENDA

Goals
- Celebrate success of the Consortium and individual institutions in Year 1 and look ahead to Year 2
- Connect, build relationships, and build cohesion amongst the group
- Learn about one mentor/navigator partnership and discuss the role of institutional teams in supporting mentors and navigators

Agenda
- Welcome
- Consortium After One Year: Where Are We, and Where Are We Headed?
- Supporting Students With Mentors and Navigators: Panel and *Small Group Breakout*
- Break
- Updates on Consortium Work
- Institutional Successes: *Small Group Sharing*
- Minutes: Review and Approve
- Public Comment
- Next Steps and Adjourn

GUIDING PRINCIPLES

- Foundation for decisions, processes, policies
- Outline how we operate collectively

Principle 1: Center Student Success

Principle 2: Share Leadership

Principle 3: Behave as Equals

**Principle 4:** Respect Consortium Agreements, While Accommodating Institutional Differences

Principle 5: Simplify Student Navigation

The 2021 Illinois Higher Education Strategic Plan

The plan includes strategies to close equity gaps, support working adults, and advance the education and credentialing of the early childhood workforce.

A Thriving Illinois:
Higher Education Paths to Equity, Sustainability, and Growth

5 **Establish a consortium of community colleges and universities to better serve the incumbent early childhood workforce.**

Often the educators of our youngest children are the least credentialed in the educator workforce, despite the research that shows the importance of the earliest years on brain development.

IBHE

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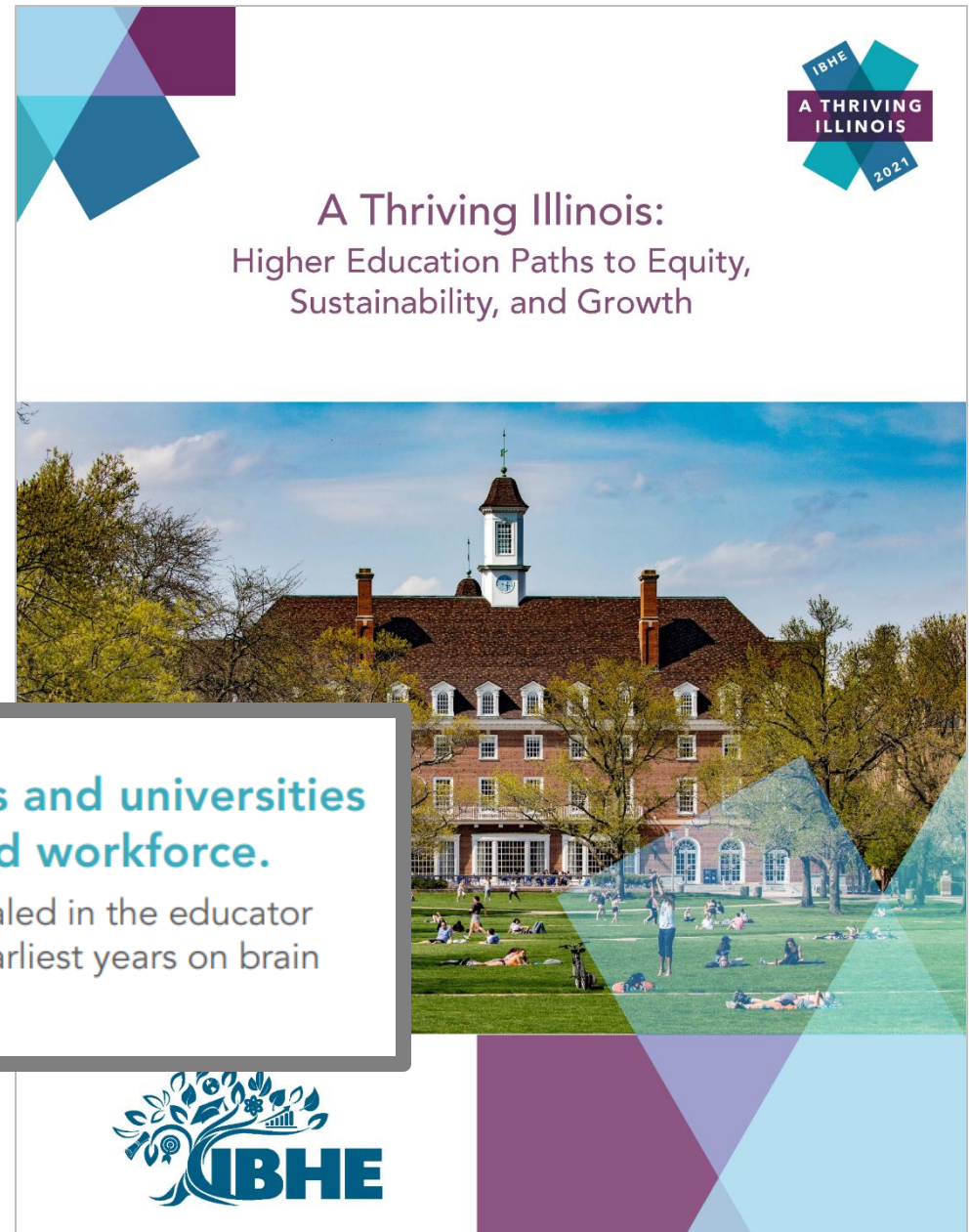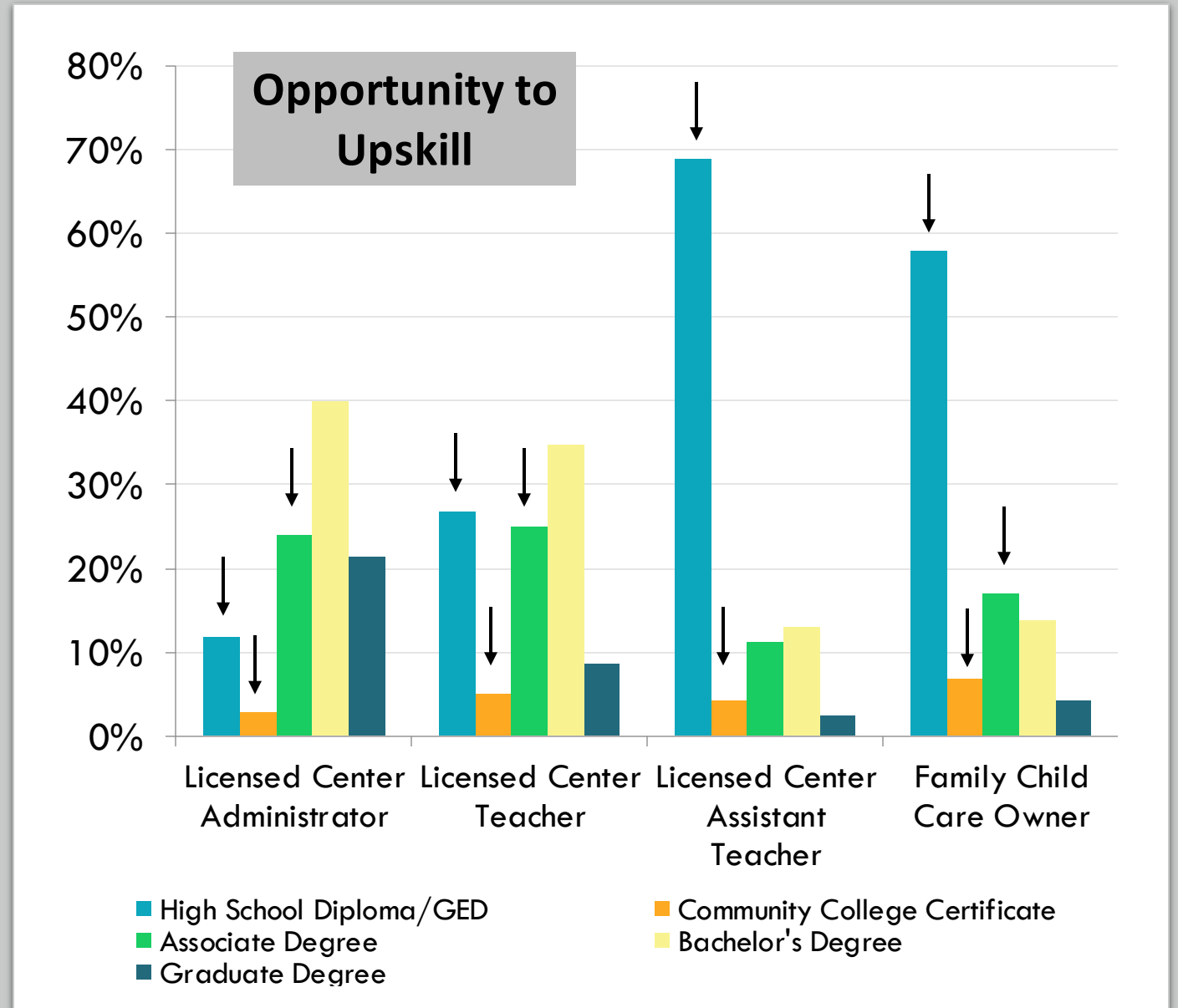
EC Workforce

Non-white
- 44% overall
- 42% of center-based assistant teachers
- 48% center-based assistant teachers
- 59% of family child care providers

Average age
- 37 for center-based workers
- 43 for family child care

Economic barriers
- Average salary for teachers in 2020 was $13.84

Opportunity to Upskill

Chart legend:
- High School Diploma/GED
- Associate Degree
- Graduate Degree
- Community College Certificate
- Bachelor's Degree

Categories: Licensed Center Administrator, Licensed Center Teacher, Licensed Center Assistant Teacher, Family Child Care Owner

Historical Barriers for Working Adults

Good work by individual entities and bright spots of innovation, but challenges for working adults exist.

Early Childhood Access Consortium for Equity Act

Purpose:

- Support the needs of the EC incumbent Workforce and employers and support them to upskill.

- Advance equity.

- Streamline, coordinate, and improve accessibility of degree and credential pathways.

- Provide programs of study with flexibility in the times, locations, and format courses are offered.

P.A. 102-0174; signed into law 7/28/21

Gov. Pritzker: $200M investment to strengthen early childhood workforce

An additional $30 million will provide coaches, mentors, and navigators the tools needed to help child care workers pursue their degrees.

ECACE Consortium – Year 1

9.22.21 First ECACE Meeting

- Lots of work…
- Lots of work…
- Lots of work…
- Lots of work…

1 year old

10.11.22 Today's Meeting

Consortium Success in Year 1

- **Consortium:** Launched and agreed upon Guiding Principles

- **CDA:** Agreed on how to provide college credit for the CDA

- **Navigators and Mentors:** 32 navigators and mentors at ~70% of institutions actively supporting students

- **Seamless Transfer of the AAS:** Redesigned programs allow for the seamless transfer of students with no credit loss

- **Programs to Support Working Adults:** Flexible options to meet workforce/employer need – courses and programs at times, locations, and format needed

- **Scholarship:** Launched a scholarship in <6 months and - as of now - applications are up 78% from last year

- **ECACE Advisory:** Launched to provide guidance on Consortium operations

Looking Forward

- **Operations:** Building the Processes, Procedures, and Ways of Operating Jointly and in Cooperation
  - Governance (e.g., bylaws), standing committees, etc.

- **Strategic Initiatives:**
  - Continued work on programs to support working adults
  - AAS Transfer, continued work, and implementation
  - Operationalizing and implementing credit for the CDA
  - Standardized methods for awarding credit for prior learning
  - Course accessibility across member institutions
  - Stakeholder engagement
  - Leveraging Gateways competencies to build a more cohesive system that honors student learning and individual needs

What are you most excited about for the next year of the Consortium?

- QR Code on the back of your agenda

- Enter a word or two to answer the question above

What are you most excited about in the next year of the Consortium?

sustainable partnerships
high quality teachers
supportive engagement
opportunities for student
collaborative curriculum
completion rates
commectiveness
guiding them in courses
students completing
barrier elimination
moving each other forward
transferability
recruitment
helping more students
cda credit
anxious
student successes
growth in programs
more opportunity
supporting students
community service
streamlining
flexibility
clarity
more scholarships
seamless transfer
articulation agreements
enrollment
up
cda
equity
transfers
prior learning
job security
innovation
pla
children
rewarding
mentor
engaging
enrollments
success
mentoring
completion
support
engagement
access
supporting
helping
collaboration
graduates
completions
meaningful
completers
funding
mentorship
accessibility
increase
scholarships
scholarship
outreach
retention
excited
students
wrap around support
partnerships
growth
expansion
pla implementation
opportunity
transfer
lifting
alignment
seeing the work through
collective action
collaborations
more qualified educators
broad impact
streamlined programs
increased enrollment
course access
living wages
focus on importance of ec
program development
student growth
support our community
supporting our
graduation
student funding
seeing the program
increase enrollment
pay equity moves
campus wide collaboration
credit for prior learning

56

Supporting Students With Mentors and Navigators

Mentors and Navigators

The Navigators guide students to the door. Mentors greet students at the door and serve as the "guide on the side" inside the institution.*

Navigator

- Find an institution and program that meets the needs of the student
- Support enrollment
- Support completion of the FAFSA and scholarship applications
- Engage with providers and communities
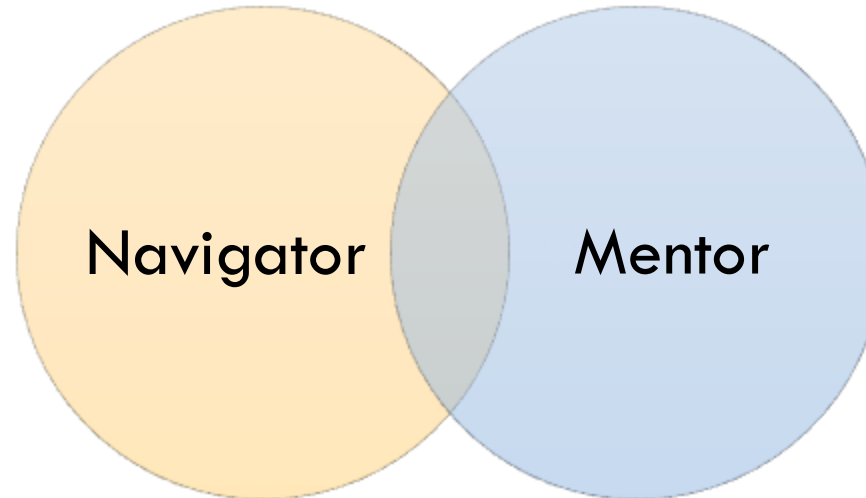
Mentor

- Support enrollment
- Internal support with financial aid, scholarship
- Academic and holistic supports
- Intrusive advising and coaching for persistence and completion
- Debt relief

*Not all students come through navigators. Institutions are also playing the role of the 'navigator'.

Supporting Students With Mentors and Navigators

Panel:

- **SDA 14 Navigators:** Sara Seitz and Hannah Howell

- **Southwestern Illinois College:** Carolyn Beal, Institutional Representative and Yvette Schultz, Mentor

- **Moderator:** Marcus Brown

Small Group Discussion: Supporting Mentors and Navigators

#	Location	Facilitator
1	Classroom, SC1	CC3
2	Auditorium Stage	CC1
3		Marie Donovan (DePaul)
4	Main Back 1	Natasha Flowers (SIUE)
5	Main Bk 2	CC2
6	Main Front	Tom Philion (NEIU)
7	Dance Room, SC54	Self-facilitated
8	Classroom, SC53A	Self-facilitated

- What's needed for mentors to be successful? Who and what do they need to know?

- How can institutional teams communicate and collaborate to support the mentors? How have institutional teams onboarded mentors, or how can teams onboard them?

- What can mentors and institutions do to support the work of the navigators? (Or, what have you done that has worked?)

- How can ECACE staff support mentors?

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Please choose someone to share when we reconvene (2 minutes max)

Sharing

Please share out key ideas discussed by your group. (2 minutes)

Ad Hoc Working Group

- Ad hoc working group to compile a guide for onboarding and supporting mentors
  - Key contacts
  - General information
  - Info about higher education, early childhood, ECACE, etc.

- 2 – 3 meetings

- We will send an email asking for volunteers, including representatives, financial aid, and others.
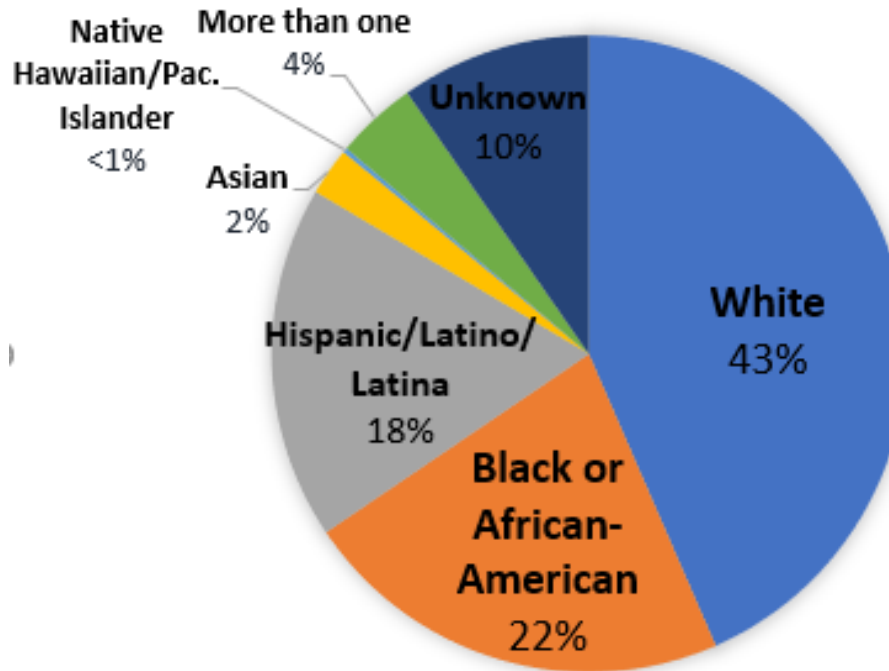
Updates

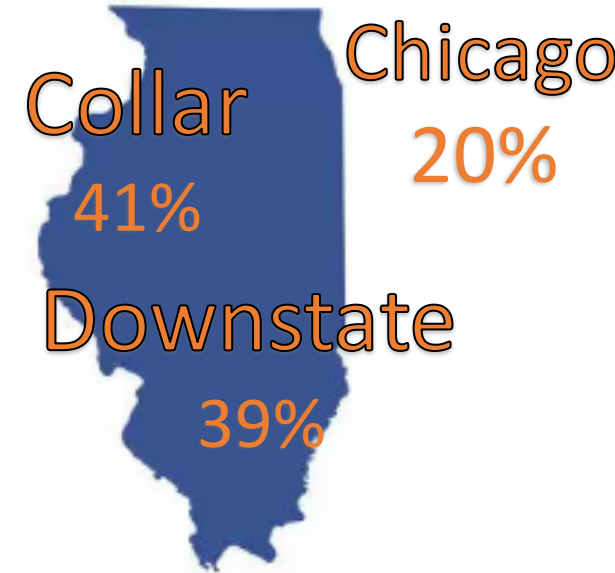# SY 2021-22 ECACE Scholarship

412 students claimed ~ $5.7 million in scholarship assistance

REGION

Collar 41%

Chicago 20%

Downstate 39%

RACE/ETHNICITY

- More than one 4%
- Native Hawaiian/Pac. Islander <1%
- Asian 2%
- Unknown 10%
- White 43%
- Hispanic/Latino/Latina 18%
- Black or African-American 22%

AGE

- 20 or younger (14%)
- 21-24 (24%)
- 25-30 (18%)
- Older than 30 (44%)

SECTOR

- Public Universities 29%
- Private Non-Profit Institutions 40%
- Community Colleges 31%
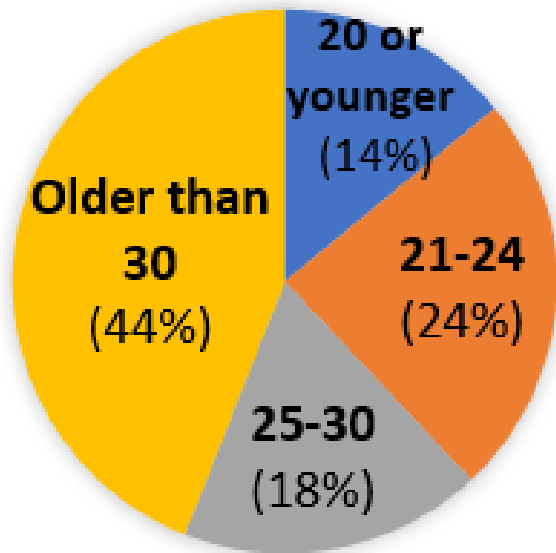
GENDER
About 92% of recipients identified as female

19
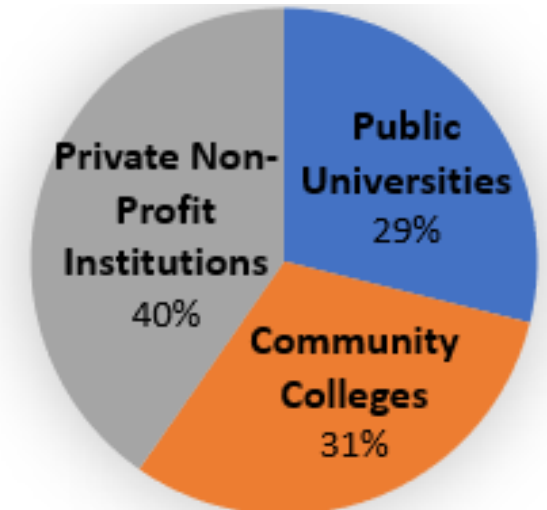
ECACE Scholarship

SY2022 – SY2023

- Over 1850 applications since June – already up 78% from last year

- Receiving about 45 applications a week, and we anticipate this going up as we get closer to December

Credit for the CDA

Agreed Upon Credit

- 6 hours of credit, Preschool CDA to be Implemented by January 31, 2023 and the Infant Toddler CDA by January 31, 2024
- Hosting a Webinar: Date TBD

Community of Practice

- Will send out a time/location for those meetings
- Asking institutions to facilitate the discussions

Reporting

Enrollment/Persistence/Completion

- Largely through general collection processes, matched with other data
- Webinar in ~ 1 month with more information about how this will be captured using data currently reported

All other Information

- Largely collected via grant reports
- Potentially a survey for any additional information
- *Will likely need institutions to capture information on incumbent workforce

IBHE Grant Program Reporting Webinar

- October 12, 3 – 4 pm – OPTIONAL
- Walk through the report and why we are collecting this information
- Most information is being collected for legislative reporting

Other Updates

Early Childhood Faculty Preparation Grants:

- Proposals Due 10/28/22

- Webinar: 10/12/22 at 1:00 pm
  - Please register to attend (and feel free to add any questions you have when you register or send these to ecace@ibhe.org

- For more information:
  - https://www.ecace.org/RFP.html

Sharing Successes

Meeting Minutes

Public Comment

Next Steps

- Sharing with your institutional team: *What will you share when you get back and with whom?*

- Exit survey: QR code on the back of the agenda

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Consortium Meeting

Agenda
October 11, 2022
1:00 pm

Richland Community College

I. Welcome, Housekeeping, and Opening Remarks

II. Consortium After One Year: Where Are We, and Where Are We Headed?

III. Supporting Students With Mentors and Navigators

IV. Updates

V. Institutional Successes

VI. Minutes: Review and Approve

VII. Public Comment

VIII. Next Steps and Adjourn

Goals:

- Celebrate the success of the Consortium and individual institutions in Year 1, and look ahead to Year 2
- Connect, build relationships, and build cohesion amongst the group
- Learn about one mentor/navigator partnership, and discuss the role of institutional teams in supporting mentors and navigators

Guiding Principles
Principle 1: Center Student Success
Principle 2: Share Leadership
Principle 3: Behave as Equals
Principle 4: Respect Consortium Agreements, While Accommodating Institutional Differences
Principle 5: Simplify Student Navigation

Mentimeter Poll:

What are you most looking forward to next year? 1 – 2 words

Supporting Mentors Break Out Groups

Location for Small Groups

#	Location	Facilitator	Note Taker
1	Classroom, SC1	CC1	Amanda
2	Auditorium Stage	CC2	Nyssa
3		Marie Donovan (DePaul)	Marsha
4	Main Bk 1	Natasha Flowers (SIUE)	Allie
5	Main Bk 2	CC3	Mackenzie
6	Main Front	Tom Philion (NEIU)	Jennifer Hernandez
7	Dance Room, SC54	Self-facilitated	
8	Classroom, SC53A	Self-facilitated	

Questions for Discussion: Please choose someone to share out. 2 minutes max.

- What's needed for your mentor to be successful? Who and what do they need to know?
- How can institutional teams communicate and collaborate to support the mentors? How have institutional teams onboarded mentors?
- How can ECACE support mentors?
- What can mentors and institutions do to support the work of the navigators? (Or, what have you done that has worked well?)

Exit Survey

Please complete this very brief survey before you leave. It will take 2 – 3 minutes.

ECACE Navigators

The Higher Education Navigator is responsible for recruiting and connecting incumbent early childhood care and education workforce members with appropriate Early Childhood Education (ECE) programs at 2- and 4-year institutions to obtain additional degrees, licenses, and credentials and to connect them with ECE Scholarship Opportunities. Navigators conduct outreach and follow-up activities; stays abreast of ECE programs offered by 2-year institutions within their designated SDA and 4-year institutions; supports incumbent ECE workforce members in identifying programs that meet their needs; and provides technical assistance on completing the FAFSA, accessing state scholarships and applying to the relevant institution and program.

Location of the Higher Education Navigators

Navigators are employed by each of the 16 Service Delivery Areas (SDA) of the Child Care Resource and Referral Agencies. There are currently 32 Navigators hired throughout the state.

Areas of Work

1. Plans, publicizes, and facilitates general informational/educational sessions on higher education and scholarship and financial aid processes/opportunities for incumbent ECE workforce.

2. Follows up on surveys of interest in higher education opportunities received by INCCRRA in assigned SDA and provides follow up contact information for everyone who expresses interest.

3. Provides support to incumbent workforce on assessing needs, sharing information, and connecting them to higher education opportunities through phone calls, email, in-person / virtual meetings.

4. Builds relationships with key staff at ECE programs at 2- and 4-year institutions to understand programs and help identify appropriate candidates from incumbent workforce.

5. Collects information on barriers to higher education experienced by incumbent workforce members.

6. Participates in required training programs.

ECACE Mentors/Coaches

Below are potential duties for the role of the Mentors/Coaches funded through the ECACE Consortium. However, the description below should be tailored to fit the needs and context of your institution. Each institution may accomplish these activities through their own processes/paths.

While this position might be broken up into multiple positions, it is not recommended that any one mentor/coach spend less than .5FTE in the role in order to gain the knowledge and skills needed, maintain relationships across the institution, and be accessible to students.

Potential Role for Mentors/Coaches

The ECACE mentor/coach will serve as a central point of support for students pursuing early childhood degrees/credentials at a Consortium member institution and will work in an intrusive advising role, making intentional and regular contact with students. They will serve as an initial and ongoing point of contact for students, to whom they can ask questions and seek assistance.

The mentor/coach will have a working knowledge of campus processes and will be able to connect students to other offices, resources, and information and will develop relationships within their own institution, within the Consortium, and with external navigators to best support students and connect them to offices/individuals. Additionally, mentors/coaches will have a basic working knowledge of institutions' early childhood programs and Gateways credentials to either advise students into the correct program (or connect them with the appropriate academic advisor, if a separate person).

Areas of Work

These are areas of responsibility that may be adapted to fit the needs and processes of each institution.

1. **Navigating institution processes and resources:** The mentor/coach will play a key role in student communication and navigation through the institutional and consortium systems and resources.

2. **Intentional Tracking and Support:** The mentor/coach will proactively monitor student progress, meet regularly with students, and provide outreach to struggling students with supports.

3. **Academic Direction:** The mentor/coach will ensure students have the information they need to maximize credits, enroll, and complete in an expedient fashion.

4. **Outreach, Communications, Relationship Building:** The mentor/coach will build relationships inside and outside the institution, including partnerships with higher education navigators, to ensure students have a warm handoff, smooth entry, and are seamlessly connected to other offices.

ECACE Navigator List

This list contains contact information for navigators and their supervisors. The list is divided regionally by the Service Delivery Area (SDA) of each Child Care Resource and Referral Agency. Please visit https://www.inccrra.org/about/sdasearch and https://www.ecace.org/ECE_Dashboard.html to explore regions.

SDA	Name	Role	Email	Phone
1	Silvia Diaz	Navigator	silviad@ywcanwil.org	
1	Stephani Koclanis	Supervisor	stephaniek@ywcanwil.org	815.484.9442 x 224
2	Amy Forsberg	Navigator	AmyF@four-c.org	
2	Dina Alzeer	Navigator	DinaA@four-c.org	
2	Kim Lamz	Supervisor	kiml@four-c.org	815-344-5510 x 110
3	Carly Teeling	Navigator	carly.teeling@ywcachicago.org	
3	Charlene Davis	Navigator	charlene.davis@ywcachicago.org	
3&4	Argelia Hurtado	Navigator	Argelia.Hurtado@ywcachicago.org	847-662-4247 x 3130
4	A'riel Pennix	Navigator	ariel.pennix@ywcachicago.org	630-790-6600 x 2457
4	Maria Sotomayor	Navigator	maria.sotomayor@ywcachicago.org	
3&4	Carrie Pierce	Supervisor	carrie.pierce@ywcachicago.org	630-580-5715
5	Kamilah Byas	Navigator	kbyas@childcarehelp.com	
5	Ann Anderson	Navigator	aanderson@childcarehelp.com	815-741-1163 ext.081
5	Renee Muelhbauer	Navigator	rmuehlbauer@childcarehelp.com	
5	Rita Armstrong	Supervisor	strategicops@childcarehelp.com	815-741-1163 x 104
6	Tabatha West	Navigator	westt@actforchildren.org	(217) 250-8890
6	Sere Wilson	Navigator	sere.wilson@actforchildren.org	(217) 250-8873
6	Sandra Rojo	Navigator	sandra.rojo@actforchildren.org	(217) 250-8878
6	Raven Stewart	Navigator	raven.stewart@actforchildren.org	
6	Stacy Tolar	Navigator	tolars@actforchildren.org	
6	Lizeth Ramos	Navigator	lizeth.ramos@actforchildren.org	
6	Alejandrina Montoya	Navigator	montoyaa@actforchildren.org	
6	Ashanti Roberts	Navigator	ashanti.roberts@actforchildren.org	

6	Candyce Cabral	Navigator	candyce.cabral@actforchildren.org	(217)250-8879
6	Yvonne Spurlock	Supervisor	spurlocky@actforchildren.org	773-564-8774
6	Jacqueline Melendez	Supervisor	melendezj@actforchildren.org	
7	Rolando Gonzalez	Navigator	rgonzalez@salfcs.org	309-205-3070 x4016
7	April Berthiaume	Navigator	ABerthiaume@salfcs.org	309-205-3070
8	Lynne Costic	Navigator	LCostic@salccc.org	309-686-3750 x2142
8	Kami McClure	Supervisor	kmcclure@salccc.org	309-686-3750
9	Kerisa (Kerri) Fish	Navigator	kerisa@ccrrn.com	
9	Pam Womack	Supervisor	pam@ccrrn.com	309-828-1892 x 204
10	Jenny Spinks	Navigator	jkspinks@illinois.edu	217-244-8731
10	Amanda York	Navigator	awithers@illinois.edu	217-332-5728
10	Tina Weigel	Supervisor	twiegel@illinois.edu	217-244-7536
11	Melissa Coleman	Navigator	mdcoleman@eiu.edu	217-581-6991
11	Misty Edwards	Supervisor	mmedwards2@eiu.edu	217-581-7261
12	Jennifer Brown	Navigator	navigator@wcccc.com	217-222-2550
12	Sharon Warning	Supervisor	SWarning@wcccc.com	217-222-2550
13	BriAnna (Bri) Rothmund	Navigator	brothmund@4childcare.org	
13	Kayla Miller	Supervisor	KMiller@4childcare.org	217-525-2805 x 8330
14	Sara Seitz	Navigator	sseitz@childrenshomeandaid.org	800-467-9200 x 134
14	Hannah Howell	Supervisor	hhowell@childrenshomeandaid.org	
14	Carlee Caspari	Supervisor	Ccaspari@childrenshomeandaid.org	800-467-9200 x 112
14	Heidi Elliot	Supervisor	Helliott@childrenshomeandaid.org	800-467-9200 x 119
15	Ashley Baldridge	Navigator	Baldridgea@rlc.edu	618-244-2210 x 101
15	Tranae Brockhouse	Supervisor	brockhouse@rlc.edu	618-244-2210 x 103
16	Kathleen Riggs	Navigator	kathleenriggs@jalc.edu	618-985-5975 x 1238
16	Missy Brown	Supervisor	Missy.Brown@jalc.edu	618-985-5986

ECACE Mentor/Coach List

This list contains contact information for mentors/coaches provided by each institution, including those temporarily filling in as mentors/coaches if one has not yet been hired or designated. Those listed as "single points of contact" are the "go-to" person, to be directly contacted by navigators and incoming students.

Institution Name	Single Point of Contact?	Mentors	Title	Email	Phone	Filling in?
Black Hawk College	X	Audrie Aden	Mentor/Coach	adena@bhc.edu	309-796-5178	
Blackburn College	X	Cindy Rice	Chair	cindy.rice@blackburn.edu	217-854-5679	X
Chicago State University	X	Pat Steinhaus	Associate Professor	psteinha@csu.edu		X
City Colleges of Chicago	X	Cat Rodl	Director of Student Development projects	crodl@ccc.edu	773-907-4494	X
College of DuPage		Jean Zaar	Assistant Professor	zaarj@cod.edu	(630) 942-2704	X
College of Lake County		Diane Schael	Department Chair	dschael@clcillinois.edu	(847) 543-2570	X
Danville Area Community College	X	Penny McConnell	AVP Academic Affairs	p.mcconn@dacc.edu	217/443-8747	X
DePaul University	X	Marie Donovan	ECE Program Director	mdonovan@depaul.edu	773-325-7591	X
Eastern Illinois University	X	Mikki Sherwood	Program Coordinator (Dept Chair)	mlsherwood@eiu.edu	217-581-6374	
Elgin Community College	X	Dawn Munson	Professor	dmunson@elgin.edu		X
Governors State University	X	Katy Hisrich	ECE Program Coordinator	khisrich@govst.edu	(847) 214-7811	X
Governors State University		Kristin Siville	Part-time Student Mentor	In process	In process	
Governors State University		Keelin Crotty	Part-time Student Mentor	In process	In process	
Governors State University		Kinga Drag	Part-time Student Mentor	In process	In process	

Governors State University		Tanya Mathers	Part-time Student Mentor	In process	In process	
Greenville University	X	Barb Tackett	Licensure Officer	barb.tackett@greenville.edu		
Harper College	X	Lauri Marmorstone	ECE Support Specialist	lmarmors@harpercollege.edu		
Harper College		Elizabeth Ward	ECE Academic Coach	eward1@harpercollege.edu		
Heartland Community College	X	Tammy Truitt	Success Coach	tammy.truitt@heartland.edu	(309) 268-8153	
Highland Community College	X	Rachel Stewart	ECE Mentor/Coach	Rachel.Stewart@highland.edu	(815) 599-3464	
Illinois Central College	X	Andrianna Smyrniotis	Professor	andrianna.smyrniotis@icc.edu	309 694 5172	X
Illinois State University	X	Melissa Ramirez	Advisor and Recruiter	mramir12@ilstu.edu	309-438-0797	
Illinois State University		Yadira Ramirez	Recruiter and Success Coach	ycramir@ilstu.edu		
Illinois Valley Community College	X	Kira Pfeffinger	Early Childhood Support Coordinator	kira_pfeffinger@ivcc.edu	815-224-0483	
John A Logan College		Marilyn Toliver	Professor	marilyntoliver@jalc.edu	618-985-3741 x 8468	X
John Wood Community College		Sheila Smith	Coach	smsmith@jwcc.edu		
John Wood Community College		Brenda Mowen	Coach	bmowen@jwcc.edu		
John Wood Community College		Joleen Patton	Coach	jpatton@jwcc.edu		
John Wood Community College	X	April Darringer	Coach	adarringer@jwcc.edu	217-641-4528	
Joliet Junior College		Julie Brancaleon	Coach	Jbrancal@jjc.edu	(815) 280-6735	
Judson University	X	Joy Towner	Chair	jtowner@judsonu.edu	847-628-1088	
Kankakee Community College	X	Chrissy Nojd	Director of Early Childhood Success	cnojd@kcc.edu	815 802-8677	

College		Name	Role	Email	Phone	
Kaskaskia College	X	Becky Hitpas	ECC Coach	rhitpas@kaskaskia.edu		
Kishwaukee College	X	Emily Bodmer	ECE Mentor	ebodmer@kish.edu	815-825-9694	
Lake Land College	X	Holly Koester	ECE/EDU Mentor	hkoester34776@lakelandcollege.edu	217-663-7741	X
Lewis and Clark Community College	X	Kate Kessler	Assistant Director, Academic Advisement	cekessler@lc.edu		
Lewis University		Rebecca Pruitt	Program Director	pruittre@lewisu.edu	(815) 836-5626	X
Lincoln Land Community College	X	Marlena Constant	Early Childhood Education Advocate	marlena.constant@llcc.edu	(217) 786-2392	
McHenry County College	X	Lisha Linder	Department Chair	llinder@mchenry.edu	(815) 479-7767	X
Moraine Valley Community College	X	Alicea Toso	Manager, Honors Program and Liberal Arts Student Support Services	tosoa@morainevalley.edu	(708) 608-4191	X
Morton College	X	Sonya Pencheva	Faculty	tsonka.pencheva@morton.edu		X
Morton College		Monica Rosas	Retention Specialist	Monica.Rosas@morton.edu		X
National Louis University	X	Nathalis Mosqueda	ECE Competency-Based Student Success Coordinator	nmosqueda@nl.edu		
Northeastern Illinois University		Mindi Schryer	Instructor	M-Schryer@neiu.edu	847-899-1403	
Northeastern Illinois University		Deb Faermark	Instructor	D-Faermark@neiu.edu	312-447-9841	
Northeastern Illinois University		Gina Wells	Instructor	G-Wells@neiu.edu	847-752-4642	
Northeastern Illinois University	X	Ulisa Blakely	Advisor	U-Blakely@neiu.edu	773-442-5389	
Northern Illinois University		Tena Callahan	Mentor/Completion Coach	tcallahan1@niu.edu	In process	
Northern Illinois University		Magaly Rojas Mleczko	Early Education Mentor	In process	In process	
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